

# International Women's Day (IWD) 2026

## Toolbox Talk

### What is International Women's Day (IWD)?

International Women's Day is celebrated globally every year on **March 8**. It highlights the social, economic, cultural and political achievements of women. IWD is also a call to action - encouraging progress toward gender equality and the empowerment of women worldwide.

### United Nations Focus for 2026: Balance the Scales

**Balance the Scales** is a commitment to fairness, dignity and justice. It reflects the belief that every person, regardless of gender, background or identity - should be safe, heard, and free to shape their own future.

When the scales are balanced and we all stand equal, families are stronger, workplaces are fairer, communities thrive, and society becomes safer for everyone. Equality is not about advantage for some; it is about dignity, safety and fairness for all.

### International Women's Day 2026 Theme: *Give to Gain*

The IWD 2026 theme, **Give To Gain**, challenges each of us to think about what we can actively contribute to create a more equitable world. When we give intentionally, we strengthen systems, broaden opportunity, and help create environments where everyone can thrive, regardless of gender, background or identity.

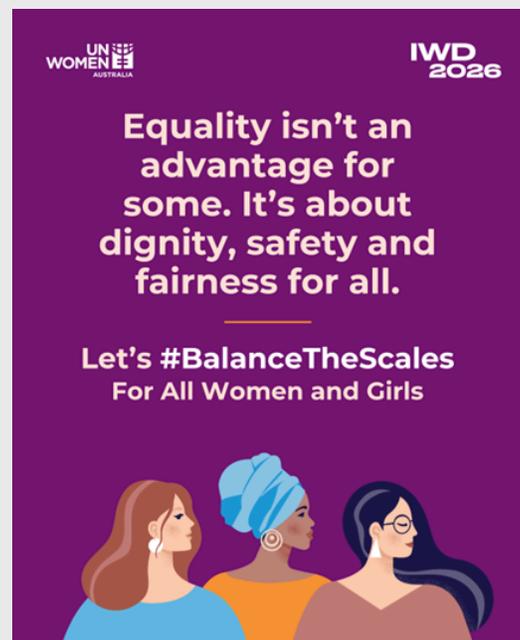
### Bringing the themes together

Together, **Balance the Scales** and **Give To Gain** remind us that equality is both a shared responsibility and a deliberate choice.

Individually, we are responsible for our own actions - challenging bias, questioning assumptions, and choosing inclusion in the moments that matter. Collectively, we have the power to improve systems, remove barriers, and create fairer outcomes.

This International Women's Day, let's **Balance the Scales together** - by giving what we can, standing up for fairness, and contributing to a future where equality is not aspirational, but real.

**Collectively, each one of us can help create a gender equal world.**



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### Why it matters to Programmed

At Programmed, we are committed to creating a workplace where everyone feels valued, respected and supported to do their best work. Balancing the scales means ensuring our systems, decisions and opportunities are fair, inclusive and applied consistently across our workforce. This is why we're passionate about getting women into leadership, operations and trades roles, and women and men are working together to achieve gender balance.

Living the themes of **Balance the Scales** and **Give To Gain** is not only the right thing to do - it also strengthens our organisation. When we actively invest in fairness and give space for diverse perspectives, we build stronger teams, encourage innovation and deliver better outcomes for our customers and communities.

Creating an equitable workplace is a shared responsibility. What we choose to give - through leadership, support, flexibility and everyday actions - helps shape a safer, fairer and more successful future for everyone at Programmed.

### What can you do?

- **Host an event** to celebrate the diversity of our people. Invite a team member or special guest to talk about IWD and what it means to them.
- **Help Balance the Scales by challenging Stereotypes and Bias:** Everyone in the organisation has a role in challenging gender stereotypes and biases. Speak up when you see or hear things that are harmful or limiting.
- **Give what you can:** Whether it's sharing insights, resources, lived experience or ideas for improvement, your contribution matters. Giving time, knowledge or support can help remove barriers, strengthen systems and inspire positive change across our workplace and the broader community.

### Our Partnerships

#### Work180

At Programmed we are a Work180 Endorsed Employer. Work180 is a global jobs network that advocates for working women, providing job applicants with a directory of endorsed employers who support diversity, inclusion and equality.

Find out more about Work180 [here](#).



#### NAWO (National Association of Women in Operations)

Programmed is a proud member of [NAWO \(National Association of Women in Operations\)](#), a community of like-minded leaders, individuals and organisations advocating for gender balance. We encourage you to take a look at their website and get involved with their events.

[2026 NAWO Calendar](#)