

International Women's Day 2025: Women tech leaders on action, not just talk

Progress is never passive—it requires action, determination, and a steadfast commitment to change. As we mark International Women's Day 2024, the theme "Accelerate Action" is a call to action to move beyond words and make real impact. Women have been shaping industries, pioneering in technology, and shattering barriers across industries for decades. Yet, progress is slow, and systemic barriers continue to hinder untapped potential.

From mentorship and leadership training to AI-facilitated inclusivity and workplace fairness, women leaders in every sector are making bold moves to create opportunities, push back against bias, and uplift the next generation. Their words ring out a strong message: change does not occur through waiting—it occurs when we act. In order to explore in greater depth the way industry leaders are propelling this change, we spoke to exceptional women leaders who are redefining success, shattering barriers, and moving change forward in their own domains. Their insights illuminate the challenges, opportunities, and the steps required to create a genuinely inclusive future. Anupama Katkar, Chief of Operational Excellence, Quick Heal and Chairperson, Quick Heal Foundation

Ms. Anupama Katkar, Chief of Operational Excellence at Quick Heal and Chairperson of Quick Heal Foundation.

"Giving back to society is something I am deeply passionate about, especially when it comes to empowering women. Women are natural leaders—balancing multiple roles at home and work, navigating challenges with resilience and adaptability. It is imperative that they harness the opportunities available today, stepping into spaces where their voices and skills can make a lasting impact."

The digital era demands that we not only equip women with technical expertise but also instill the confidence to lead. At Quick Heal Foundation, we launched Cyber Shiksha for Cyber Suraksha to address this very need. Through initiatives like Earn and Learn, we are accelerating action to train young women in cybersecurity awareness and public speaking, empowering them to educate their communities while gaining financial independence. This dual approach—skill-building and economic upliftment—has opened doors for countless women across both rural and urban landscapes."

"When a woman understands how to safeguard her digital identity, she becomes a role model, inspiring others to follow. To me, being future-ready means creating ecosystems where women don't just participate but thrive. We must actively dismantle barriers—whether through mentorship, accessible resources, or policies that support work-life balance. Every woman trained today is a step toward a more inclusive and equitable digital future."

A Future Ahead....

Action drives progress, and collaborative action will shape the future of gender equality. The visionary leaders we honor today are not merely imagining a more equal world—they are building it through mentorship, advocacy, and innovation. From advocating for inclusive hiring to leading AI-driven workforce transformation, their work emphasizes one simple fact: diversity is not merely about representation; it is about empowerment and impact.

And in the future, the urgent call to move faster will not be merely a one-day plea—it must be each day's mantra. The moment to break down silos, build bridges, and ensure women everywhere with the support, the access, and the help they are entitled to is now. Because when women thrive, industries flourish, economies surge, and society, overall, reaps rewards.