




The Union Of Choice



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PSA SHOP STEWARD NEWSLETTER

Celebrating Women's Day:

Recognising contributions of female shop stewards in public service

In commemorating Women's Day on 9 August, the PSA shines the spotlight on the significant, yet often overlooked, contributions of female shop stewards in the public service. These women play a pivotal role in advocating for workers' rights and driving positive change in the public service, despite facing many challenges.

Female shop stewards are essential in promoting gender equality and improving working conditions. They advocate for fair treatment, equal pay, and safe working environments. They provide crucial support to female colleagues facing discrimination, harassment, or unfair treatment. They are role models and mentors, inspiring other women to pursue leadership roles in the public service.

Female shop stewards, however, often face significant challenges in their roles. Women campaigning for shop steward positions often encounter a lack of support from peers and superiors. This lack of encouragement may stem from deep-seated gender biases and reluctance to see women in leadership roles. Female leaders are often subjected to harmful stereotyping, questioning their competence and authority. This can undermine their confidence and effectiveness, making it harder for them to gain the respect and support needed to succeed. There are even disturbing reports of female shop stewards being asked for "inappropriate favours" by as a condition for support.

This form of exploitation demeans women and creates a hostile, unsafe work environment.

To support female shop stewards and ensure their success, it is crucial to address these challenges head-on. Organisations must provide strong institutional support, including training, resources, and mentorship programs to help female shop stewards succeed. Stereotypes about female leadership must be challenged and dismantled. The contributions of female shop stewards must be promoted to highlight their competence and effectiveness.

Enforcing policies against harassment and exploitation is essential to create a safe, respectful workplace. By addressing these challenges, female shop stewards can be empowered to continue their vital work in the public sector. Supporting these women not only assists them but enhances the PSA's efficiency.

On Women's Day the PSA honours the resilience and dedication of the Union's female shop stewards. Their commitment to their duties is a testament to their strength and leadership.