

## Women's Day 2023

On Women's Day, the PSA is acutely aware of the fact that nearly 42.1% of South African households have women as breadwinners. Some 7.2 million households thus rely on women to support the family structure financially. Very often these women must maintain households with very limited resources and support. They face many struggles to enable their children and families to access quality education and healthcare services, whilst also ensuring that those who rely on them achieve their goals. South African women are furthermore the main victims of domestic violence.

These women should be acknowledged for keeping households together and for their contributions towards a democratic, just, equal, and peaceful society. The PSA, however, remains concerned about discrepancies between progressive laws, policies, and regulations on gender equity and women empowerment and the lived realities and everyday experiences of women in the workplace and broader society. The PSA therefore recommits to be at the forefront of opposing all forms of violence, oppression, and discrimination against women.

The PSA has over the past 103 years pursued equality for women in the public sector, including actions that led to women being permanently appointed to the Public Service from 1971, and removing limitations placed on married women who wanted to continue working. Work also continues in structures of the Public Service Coordinating Bargaining Council to empower and train women for leadership roles.

The PSA urges government and social partners to ensure practical and speedy implementation of all policies and programmes aimed at gender equity, women empowerment, the elimination of gender-based violence, and all forms of oppression and discrimination. The PSA further encourages women to never give up in pursuit of their goals, as put by author Msandi Kababa: "Hold on women of great courage, hold on. Continue women of great courage. Continue holding on and never give up. The family's hope is in you. Hold on women of great courage, hold on".

In celebrating the Union's female members, an event will be hosted by the PSA in Mahikeng in North West on 9 August 2023, where acting Public Protector, Adv Kholeka Gcaleka, and other speakers will bring messages of inspiration to female breadwinners.

GENERAL MANAGER