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**ANNEXURE A**  
**QUESTIONNAIRE TO WOMEN WORKING IN CORE MINING**  
**ACTIVITIES OF THE MINING COMPANY**



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## **STATUS ASSESSMENT OF WOMEN IN MINING IN SOUTH AFRICA**

### **QUESTIONNAIRE**

#### ***General information:***

1. Firstly we would like to thank you for devoting part of your valuable time to complete this questionnaire.
2. The purpose of the questionnaire is to assess the current status of women in mining in South Africa.
3. The findings will form part of the doctoral study of **Ms Doret Botha**, an enrolled PhD candidate at the North-West University.
4. Please complete the questionnaire as honestly as possible.
5. Thank you for your cooperation.

**QUESTIONNAIRE TO WOMEN WORKING IN CORE MINING ACTIVITIES**  
**OF THE MINING COMPANY**

**(A) BIOGRAPHICAL INFORMATION**

- Please write your answers in the appropriate space or mark your answer with an "X" (where applicable).
- Please complete all questions.
- All information reflected in this questionnaire will remain completely confidential and anonymous.
- Please choose only one answer.

<b>1.</b>	Please indicate the kind of mining in which you are employed. <i>Tick the relevant block.</i>	
1	Gold	
2	Platinum	
3	Coal	
4	Diamonds	
5	Copper	
6	Chrome	
7	Iron ore	
8	Manganese	
9	Other	

If other, please specify \_\_\_\_\_

<b>2.</b>	<b>Gender</b>	
1	Male	
2	Female	

<b>3.</b>	<b>Age in years</b>	
1	19 and younger	
2	20–29	
3	30–39	
4	40–49	
5	50–59	
6	60 and older	

<b>4.</b>	<b>Ethnicity</b>	
1	White	
2	African	
3	Coloured	
4	Indian	
5	Other	

If other, please specify \_\_\_\_\_

<b>5.</b>	<b>Marital status</b>	
1	Single	
2	Engaged/In a relationship	
3	Married	
4	Divorced	
5	Separated	
6	Remarried	

<b>6.</b>	<b>Children</b>	
1	None	
2	One	
3	Two	
4	Three	
5	Four	
6	Five	
7	More than five	

<b>7.</b>	<b>Home language</b>	
1	Afrikaans	
2	English	
3	Sepedi	
4	Sesotho	
5	Setswana	
6	SiSwati	
7	Tshivenda	
8	isiNdebele	
9	isiXhosa	
10	isiZulu	
11	Xitsonga	
12	Other	

If other, please specify \_\_\_\_\_

<b>8.</b>	<b>Highest qualifications</b>	
1	Gr 1–Gr 7	
2	Gr 8–Gr 11	
3	Grade 12	
4	Grade 12 + diploma	
5	Grade 12 + higher diploma or degree	
6	Postgraduate education	

<b>9.</b>	<b>Job title</b>	
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<b>10.</b>	<b>Where do you work at the mine?</b>	
1	Underground	
2	Surface	

<b>11.</b>	<b>Are you required to work in shifts?</b>	
1	Yes	
2	No	

11.1 If you answered yes to the question above, please indicate the **type** (*day/night*) and the **duration** of the shift.


<b>12.</b>	<b>How long have you been working in the mining environment?</b>	
1	0–6 months	
2	7–12 months	
3	1–2 years	
4	3–5 years	
5	More than 5 years	



(B) BASIC CONDITIONS OF EMPLOYMENT

1. Which of the following benefits does your mining company provide for women working in core mining activities (for example mining, metallurgy and engineering)? **Tick all the relevant blocks.**

No.	Benefit	
1.1	Bonuses	
1.2	Housing	
1.3	Medical aid	
1.4	Employee insurance	
1.5	Education	
1.6	Retirement benefits	
1.7	Maternity benefits	
1.8	Overtime compensation	
1.9	Annual leave	
1.10	Sick leave	
1.11	Procedures regarding termination of contract (for example length of notice periods)	
1.12	Other	

If other, please specify.


2. Please mention the additional benefits that you feel should be provided by the mining company to women working in core mining activities (for example mining, metallurgy and engineering).


(C) COMPANY POLICIES

1. Which of the following policies does the mining company provide for? Tick all the relevant blocks.

No.	Policy	
1.1	Employment equity	
1.2	Skills development policy	
1.3	Pregnancy policy	
1.4	HIV/Aids policy	
1.5	Sexual harassment policy	
1.6	Remuneration policy	
1.7	Recruitment and retrenchment policy	
1.8	Health and safety policy	
1.9	Mine closure policy	
1.10	Other	

If other, please specify.


2. Do you feel **women working in core mining activities** (for example mining, metallurgy and engineering) have **sufficient knowledge** of the content and operational procedures of the policies of the mining company? Indicate your opinion of each item by marking the appropriate number with an X in the chosen block.

		Not at all	Seldom	Partially	Completely
No.	Policy	1	2	3	4
2.1	Employment equity				
2.2	Skills development policy				
2.3	Pregnancy policy				
2.4	HIV/Aids policy				
2.5	Sexual harassment policy				
2.6	Remuneration policy				
2.7	Recruitment and retrenchment policy				
2.8	Health and safety policy				

2.9	Mine closure policy				
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3. Do you think the mining company's policies work well? Indicate your opinion of each item by marking the appropriate number with an X in the chosen block.

		Not at all	Seldom	Partially	Completely
No.	Policy	1	2	3	4
3.1	Employment equity				
3.2	Skills development policy				
3.3	Pregnancy policy				
3.4	HIV/Aids policy				
3.5	Sexual harassment policy				
3.6	Remuneration policy				
3.7	Recruitment and retrenchment policy				
3.8	Health and safety policy				
3.9	Mine closure policy				

4. Are there any other concerns regarding the mining company's policies that you would like to share?


(D) WORKPLACE OPPORTUNITIES

Comment on each of the following statements by marking the appropriate number with an X in the chosen block.

		Strongly disagree	Disagree	Agree	Strongly agree
No.	Opportunities	1	2	3	4
1.	The mining company makes provision for skills development of women.				
2.	The mining company offers training to women on a regular basis.				
3.	The mining company provides specialised training to enable women to move into more technical areas of work.				
4.	I feel adequately trained to perform my job effectively.				
5.	The training programmes help to increase chances of promotion for women (for example to move from lower-level jobs into better jobs within the mining company).				
6.	The mining company makes provision for career development of women.				
7.	The mining company makes provision for women to enter managerial positions.				

8. Are there any other concerns regarding workplace opportunities for **women** in the mining company that you would like to share?


(E) INFRASTRUCTURE FACILITIES

1. Does the mining company provide adequate infrastructure facilities to **women** working in core mining activities (for example mining, metallurgy and engineering)? Indicate your opinion of each item by marking the appropriate number with an X in the chosen block.

		Strongly disagree	Disagree	Agree	Strongly agree
No.	Facilities	1	2	3	4
1.1	Canteens				
1.2	Ablution facilities				
1.3	Change rooms				
1.4	Crèches				
1.5	The ablution facilities and change rooms in the workplace are women-friendly.				
1.6	The mining company provides facilities for women working in shifts, such as security at work and company transport.				

- 1.6.1 Briefly motivate your answer in Number 1.6.


2. Are there any other concerns regarding infrastructure facilities for **women** in the mining company that you would like to share?


(F) PHYSICAL ABILITY

Comment on each of the following statements by marking the appropriate number with an X in the chosen block.

		Strongly disagree	Disagree	Agree	Strongly agree
No.	Physical ability	1	2	3	4
1.	Women are physically less capable than men.				
2.	Some mining tasks can be done only by men.				
3.	I have the physical ability to perform my daily tasks effectively.				
4.	I find it easy to work in confined spaces.				
5.	Temperatures in the workplace are regarded as a major problem for women.				
6.	Women should be treated differently than their male co-workers in the workplace.				

6.1 Briefly motivate your answer in Number 6.


7. Please mark the activity/activities that form part of your job description. Tick all the relevant blocks.

7.1	Driving a locomotive	
7.2	Driving a winding engine	
7.3	Operating a conveyer belt	
7.4	Using heavy and/or vibrating power tools	
7.5	Driving a winch	
7.6	Operating a shift	
7.7	Cleaner	
7.8	Other	

If other, please specify.


8. Do you feel **confident** in performing the activities mentioned above?

Completely 1	Partially 2	Seldom 3	Not at all 4

8.1 Briefly **motivate** your answer in **number 8**.


9. Are there specific **equipment** and **tools** in the workplace that are totally banned from use by women?

Yes 1	No 2	Unsure 3

9.1 Please **specify** the **equipment** and **tools**.


10. In which **section(s)** of the mine are **women** currently employed?


11. Why are women mainly employed in the **section(s)** mentioned above?


12. Are there **work units** in the mining company that totally prohibit women?

Yes 1	No 2	Unsure 3

12.1 Please specify the **work units**.




13. Are there any **other** concerns regarding the **physical abilities of women** working in the **core activities** (for example mining, metallurgy and engineering) of the mine that you would like to share?


**(G) HEALTH AND SAFETY IN THE WORKPLACE**

Comment on each of the following statements by marking the appropriate number with an X in the chosen block.

		Strongly disagree	Disagree	Agree	Strongly agree
No.	Health and safety issues	1	2	3	4
1.	I feel safe at work.				
2.	It is dangerous for women to work underground in the mining company.				
3.	It is safe for women to work the night shift.				
4.	The safeguards (protective clothing, masks, etc.) provided by the company are adequate.				
5.	Protective clothing that women are obliged to wear is woman-friendly, in other words designed keeping women in mind.				
6.	Pregnant women are provided with alternative employment where they are not exposed to hazardous or dangerous circumstances.				
7.	Alternative employment is provided for women during early motherhood and breastfeeding.				
8.	The mining company is actively involved in HIV/Aids-awareness programmes.				
9.	The mining company works to mitigate and combat HIV/Aids in the mining industry.				
10.	The mining company makes provision for rehabilitation in case of accidents at work.				

11. Are there any **specific health and safety risks** involved for **women** working in **core mining activities** (for example mining, metallurgy and engineering) at your mining company? Please mention them.


12. Are there any **other health and safety concerns** that you would like to share regarding women employed in **core mining activities** (for example mining, metallurgy and engineering) at your mining company?


**(H) WORKPLACE RELATIONS**

Comment on each of the following statements by marking the appropriate number with an X in the chosen block.

		Strongly disagree	Disagree	Agree	Strongly agree
No.	Workplace relations	1	2	3	4
1.	Men and women are treated equally in the workplace (in terms of promotion, bonuses, opportunities, etc.).				
2.	Men and women are paid equal wages.				

3.	I feel accepted by my male co-workers.				
4.	I feel part of the work team.				
5.	I feel fairly treated by my male co-workers.				
6.	I feel fairly treated by management.				
7.	Language is a communication barrier to the effective performance of daily tasks.				
8.	Sexual favouritism (in other words sexual favours for co-workers and management) is commonly practiced in the mining company.				
9.	Sexual harassment (for example threats, demands and bodily contact) is a general problem in the workplace.				
10.	The mining company has a committee that investigates sexual harassment issues in the workplace.				
11.	The mining company effectively addresses sexual harassment in the workplace.				
12.	The mining company has an effective channel for women to voice their concerns to management.				
13.	I am satisfied with the way in which management handles the concerns of women in the workplace.				

14. Have you ever been approached for **sex in the workplace** in exchange for favours?

Yes 1	No 2

15. Briefly mention the **main reasons** why women are willing to perform **sexual favours**, in your opinion.


16. Have you ever been **sexually harassed** in the workplace?

Yes 1	No 2

16.1. If yes, how did you **handle** the sexual harassment issue?


16.2. Were you **satisfied** with the way your **employer** handled the harassment issue? Briefly explain.


16.3 What was the **time gap** between **reporting** your complaint and the **action** taken?


17. Does the mining company have any **forums for women**, for example committees or representation in trade unions?

Yes 1	No 2	Unsure 3

17.1 Please specify.


(I) **PERSONAL**

1. Briefly mention the **main reasons** why you are working at the mine.


2. Briefly mention the **main reasons** why **women** are willing to work in the **core mining activities** of the mining company (for example mining, metallurgy and engineering) in your opinion.


3. What **measures** does your company take to **attract and maintain more women** in the mining industry?


4. Does your work at the mine have an impact on your **family life** (for example responsibilities at home, children and marriage)?

Yes 1	No 2	Unsure 3

- 4.1 Please explain.


5. What do you think are the **main problems** encountered by **women** in the **mining environment** (in other words, by women employed in core mining activities such as mining, metallurgy and engineering)?


6. Could you please indicate **possible solutions** for these problems mentioned above?


7. What do you think are the **obstacles** that **inhibit** the **participation of women** in the mining sector (in the core mining activities such as mining, metallurgy and engineering)?


8. Could you please indicate **possible solutions** for these problems mentioned above?


9. How do you envisage your **career/future** in the mining industry?


10. Are there any **other concerns** that you would like to share?




**ANNEXURE B**  
**QUESTIONNAIRE TO MALE EMPLOYEES OF THE**  
**MINING COMPANY**

Private Bag X6001, Potchefstroom  
South Africa 2520

Tel: 018 299 1111/2222  
Web: <http://www.nwu.ac.za>

**Focus area: Social transformation**  
Tel: 018 299 1750  
Fax: 018 299 1776  
Email: [Andre.Duvenhage@nwu.ac.za](mailto:Andre.Duvenhage@nwu.ac.za)

## STATUS ASSESSMENT OF WOMEN IN MINING IN SOUTH AFRICA

### QUESTIONNAIRE

#### ***General information:***

1. Firstly we would like to thank you for devoting part of your valuable time to complete this questionnaire.
2. The purpose of the questionnaire is to assess the current status of women in mining in South Africa.
3. The findings will form part of the doctoral study of **Ms Doret Botha**, an enrolled PhD candidate at the North-West University.
4. Please complete the questionnaire as honestly as possible.
5. Thank you for your cooperation.

## QUESTIONNAIRE TO MALE EMPLOYEES OF THE MINING COMPANY

### (A) BIOGRAPHICAL INFORMATION

- Please write your answers in the appropriate space or mark your answer with an "X" (where applicable).
- Please complete all questions.
- All information reflected in this questionnaire will remain completely confidential and anonymous.
- Please choose only one answer.

1.	Please indicate the kind of mining in which you are employed <i>Tick the relevant block.</i>	
1	Gold	
2	Platinum	
3	Coal	
4	Diamonds	
5	Copper	
6	Chrome	
7	Iron ore	
8	Manganese	
9	Other	

If other, please specify \_\_\_\_\_

2.	Gender	
1	Male	
2	Female	

3.	Age in years	
1	19 and younger	
2	20–29	
3	30–39	
4	40–49	
5	50–59	
6	60 and older	

<b>4.</b>	<b>Ethnicity</b>	
1	White	
2	African	
3	Coloured	
4	Indian	
5	Other	

If other, please specify \_\_\_\_\_

<b>5.</b>	<b>Marital status</b>	
1	Single	
2	Engaged/In a relationship	
3	Married	
4	Divorced	
5	Separated	
6	Remarried	

<b>6.</b>	<b>Children</b>	
1	None	
2	One	
3	Two	
4	Three	
5	Four	
6	Five	
7	More than five	

<b>7.</b>	<b>Home language</b>	
1	Afrikaans	
2	English	
3	Sepedi	
4	Sesotho	
5	Setswana	
6	SiSwati	
7	Tshivenda	
8	isiNdebele	
9	isiXhosa	
10	isiZulu	
11	Xitsonga	
12	Other	

If other, please specify \_\_\_\_\_

8.	Highest qualifications	
1	Gr 1–Gr 7	
2	Gr 8–Gr 11	
3	Grade 12	
4	Grade 12 + diploma	
5	Grade 12 + higher diploma or degree	
6	Postgraduate education	

9.	Job title	

10.	Where do you work at the mine?	
1	Underground	
2	Surface	

11.	How long have you been working in the mining environment?	
1	0–6 months	
2	7–12 months	
3	1–2 years	
4	3–5 years	
5	More than 5 years	

**(B) BASIC CONDITIONS OF EMPLOYMENT**

1. Which of the following benefits does your mining company provide for women working in core mining activities (for example mining, metallurgy and engineering)? **Tick all the relevant blocks.**

No.	Benefit	
1.1	Bonuses	
1.2	Housing	
1.3	Medical aid	
1.4	Employee insurance	
1.5	Education	
1.6	Retirement benefits	
1.7	Maternity benefits	
1.8	Overtime compensation	
1.9	Annual leave	
1.10	Sick leave	
1.11	Procedures regarding termination of contract (for example length of notice periods)	
1.12	Other	

If other, please specify.


2. Please mention the **additional benefits** that you feel should be provided by the mining company to **women** working in **core mining activities** (for example mining, metallurgy and engineering).


**(C) COMPANY POLICIES**

1. Which of the following policies does the mining company provide for? **Tick all the relevant blocks.**

No.	Policy	
1.1	Employment equity	
1.2	Skills development policy	
1.3	Pregnancy policy	
1.4	HIV/Aids policy	
1.5	Sexual harassment policy	
1.6	Remuneration policy	
1.7	Recruitment and retrenchment policy	
1.8	Health and safety policy	
1.9	Mine closure policy	
1.10	Other	

If other, please specify.


2. Do you feel **women** working in core mining activities (for example mining, metallurgy and engineering) have **sufficient knowledge** of the content and operational procedures of the policies of the mining company? ***Indicate your opinion of each item by marking the appropriate number with an X in the chosen block.***

		Not at all	Seldom	Partially	Completely
No.	Policy	1	2	3	4
2.1	Employment equity				
2.2	Skills development policy				
2.3	Pregnancy policy				
2.4	HIV/Aids policy				
2.5	Sexual harassment policy				
2.6	Remuneration policy				
2.7	Recruitment and retrenchment policy				
2.8	Health and safety policy				
2.9	Mine closure policy				

3. Do you think the mining company's policies work well? ***Indicate your opinion of each item by marking the appropriate number with an X in the chosen block.***

		Not at all	Seldom	Partially	Completely
No.	Policy	1	2	3	4
3.1	Employment equity				
3.2	Skills development policy				
3.3	Pregnancy policy				
3.4	HIV/Aids policy				
3.5	Sexual harassment policy				
3.6	Remuneration policy				
3.7	Recruitment and retrenchment policy				
3.8	Health and safety policy				
3.9	Mine closure policy				

4. Are there any other concerns regarding the mining company's policies that you would like to share?


**(D) WORKPLACE OPPORTUNITIES**

Comment on each of the following statements by marking the appropriate number with an X in the chosen block.

		Strongly disagree	Disagree	Agree	Strongly agree
No.	Opportunities	1	2	3	4
1.	The mining company makes provision for skills development of women.				
2.	The mining company offers training to women on a regular basis.				
3.	The mining company provides specialised training to enable women to move into more technical areas of work.				
4.	Woman employees are adequately trained to perform their jobs effectively.				
5.	The training programmes help to increase chances of promotions for women (for example to move from lower-level jobs into better jobs within the mining company).				
6.	The mining company makes provision for career development of women.				
7.	The mining company makes provision for women to enter managerial positions.				



8. Please explain in which ways the mining company makes provision for **career development and progression of women** (women employed in the core mining activities such as mining, metallurgy and engineering).


9. Are there any other concerns regarding workplace opportunities for **women** in the mining company that you would like to share?


**(E) INFRASTRUCTURE FACILITIES**

1. Does the mining company provide adequate infrastructure facilities to **women** working in **core mining activities** (for example mining, metallurgy and engineering)? ***Indicate your opinion of each item by marking the appropriate number with an X in the chosen block.***

		Strongly disagree	Disagree	Agree	Strongly agree
No.	Facilities	1	2	3	4
1.1	Canteens				
1.2	Ablution facilities				
1.3	Change rooms				
1.4	Crèches				
1.5	The ablution facilities and change rooms in the workplace are women-friendly				
1.6	The mining company provides facilities for women working in shifts, such as security at work and company transport				

1.6.1 Briefly motivate your answer in Number 1.6.


2. Are there any other concerns regarding infrastructure facilities for **women** in the mining company that you would like to share?


**(F) PHYSICAL ABILITY**

Comment on each of the following statements by marking the appropriate number with an X in the chosen block.

		Strongly disagree	Disagree	Agree	Strongly agree
No.	Physical ability	1	2	3	4
1.	Women are physically less capable than men.				
2.	Some mining tasks can be done only by men.				
3.	Women have the physical ability to perform their daily tasks effectively.				
4.	Women find it easy to work in confined spaces				
5.	Temperatures in the workplace are regarded as a major problem for women.				
6.	Women should be treated differently than their male co-workers in the workplace.				

6.1 Briefly **motivate** your answer in **Number 6**.


7. Do you work with women in your section?

Yes 1	No 2	Unsure 3

7.1 If yes, please mention the numbers.


7.2 If no, please explain why women are not employed in your section.


8. In which **section(s)** of the mine are **women** currently employed?


9. Why are women mainly employed in the **section(s)** mentioned above?


10. Are there specific **equipment** and **tools** in the workplace that are totally banned from use by women?

Yes 1	No 2	Unsure 3

10.1 Please specify the equipment and tools.


11. Are there **work units** in the mining company that totally prohibit women?

Yes 1	No 2	Unsure 3

11.1 Please specify the work units.


12. Do you feel women are confident in performing the following activities? ***Indicate your opinion of each item by marking the appropriate number with an X in the chosen block.***

		Strongly disagree	Disagree	Agree	Strongly agree
No.	Physical ability	1	2	3	4
12.1	Driving a locomotive				
12.2	Driving a winding engine				
12.3	Operating a conveyer belt				
12.4	Using heavy and/or vibrating power tools				
12.5	Driving a winch				
12.6	Operating a shift				

13. Are there any **other concerns** regarding the **physical abilities of women** working in the **core activities** of the mine (for example mining, metallurgy and engineering) that you would like to share?


**(G) HEALTH AND SAFETY IN THE WORKPLACE**

Comment on each of the following statements by marking the appropriate number with an X in the chosen block.

		Strongly disagree	Disagree	Agree	Strongly agree
No.	Health and safety issues	1	2	3	4
1.	Women feel safe at work.				
2.	It is dangerous for women to work underground in the mining company.				
3.	It is safe for women to work the night shift.				
4.	The safeguards (protective clothing, masks, etc.) provided by the company are adequate.				
5.	Protective clothing that women are obliged to wear is woman-friendly, in other words designed keeping women in mind				
6.	Pregnant women are provided with alternative employment where they are not exposed to hazardous or dangerous circumstances.				
7.	Alternative employment is provided for women during early motherhood and breastfeeding.				
8.	The mining company is actively involved in HIV/Aids-awareness programmes.				
9.	The mining company works to mitigate and combat HIV/Aids in the mining industry.				
10.	The mining company makes provision for rehabilitation in case of accidents at work.				

11. Are there any **specific health and safety risks** involved for **women** working in **core mining activities** (for example mining, metallurgy and engineering) at your mining company? Please mention.


12. Are there any other health and safety concerns that you would like to share regarding women employed in core mining activities (for example mining, metallurgy and engineering) at your mining company?


(H) WORKPLACE RELATIONS

Comment on each of the following statements by marking the appropriate number with an X in the chosen block.

		Strongly disagree	Disagree	Agree	Strongly agree
No.	Workplace relations	1	2	3	4
1.	Men and women are treated equally in the workplace (in terms of promotion, bonuses, opportunities, etc.).				
2.	Men and women are paid equal wages.				
3.	Women feel accepted by their male co-workers.				
4.	Women feel part of the work team.				
5.	Women feel fairly treated by their male co-workers.				
6.	Women feel fairly treated by management.				
7.	Language is a communication barrier to the effective performance of daily tasks				
8.	Sexual favouritism (in other words sexual favours for co-workers and management) is commonly practiced in the mining company				
9.	Sexual harassment (for example threats, demands and bodily contact) is a general problem in the workplace				
10.	The mining company has a committee that investigates sexual harassment issues in the workplace.				
11.	The mining company effectively addresses sexual harassment in the workplace.				
12.	The mining company has an effective channel for women to voice their concerns to management.				
13.	Female employees are satisfied with the way in which management handles concerns of women in the workplace.				

14. Briefly mention the **main reasons** why women are willing to perform **sexual favours**, in your opinion.


15. Does the mining company have any **forums for women**, for example committees or representation in trade unions?

Yes 1	No 2	Unsure 3

- 15.1 Please specify.


**(I) MALE EMPLOYEE'S PERCEPTIONS OF WOMEN EMPLOYED IN CORE MINING ACTIVITIES**

1. According to the Mining Charter, mining companies had to meet the **10% women employment target** by May 2009. Has the mining company met the 10% women employment target as required by the Mining Charter?

Yes 1	No 2	Unsure 3



1.1 Please explain.


2. Were there any **specific arrangements** being made at your mine to accommodate **women** working in the **core activities** of the mine (for example mining, metallurgy and engineering.)?

Yes 1	No 2	Unsure 3

2.1 Please explain.


3. What **measures** does your company take to **attract** and **maintain** more **women** in the mining industry?


4. Does the mining company experience **specific problems** with having women at the mine?

Yes 1	No 2	Unsure 3

- 4.1 Please explain


5. Are there any **benefits** for having women at the mine?

Yes 1	No 2	Unsure 3

- 5.1 Please explain.


6. Briefly mention the **main reasons** why **women** are willing to work in the **core mining activities** of the mining company (for example mining, metallurgy and engineering) in your opinion.


7. What do you think are the **main problems** encountered by **women** in the **mining environment** (in other words, by women employed in core mining activities such as mining, metallurgy and engineering)?


8. Could you please indicate **possible solutions** for these problems mentioned above?


9. What do you think are the **obstacles** that **inhibit the participation of women** in the mining sector (in the core mining activities such as mining, metallurgy and engineering)?


10. Could you please indicate **possible solutions** for these problems mentioned above?


11. How do you envisage the **future for women in the mining industry** (women employed in the core mining activities such as mining, metallurgy and engineering)?


12. Are there any **other concerns** that you would like to share?


**ANNEXURE C**  
**QUESTIONNAIRE TO MANAGEMENT OF THE  
MINING COMPANY**

Private Bag X6001, Potchefstroom  
South Africa 2520

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**Focus area: Social transformation**  
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Fax: 018 299 1776  
Email: [Andre.Duvenhage@nwu.ac.za](mailto:Andre.Duvenhage@nwu.ac.za)

## STATUS ASSESSMENT OF WOMEN IN MINING IN SOUTH AFRICA

### QUESTIONNAIRE

#### ***General information:***

1. Firstly we would like to thank you for devoting part of your valuable time to complete this questionnaire.
2. The purpose of the questionnaire is to assess the current status of women in mining in South Africa.
3. The findings will form part of the doctoral study of **Ms Doret Botha**, an enrolled PhD candidate at the North-West University.
4. Please complete the questionnaire as honestly as possible.
5. Thank you for your cooperation.

## QUESTIONNAIRE TO MANAGEMENT OF THE MINING COMPANY

### (A) BIOGRAPHICAL INFORMATION

- Please write your answers in the appropriate space or mark your answer with an "X" (where applicable).
- Please complete all questions.
- All information reflected in this questionnaire will remain completely confidential and anonymous.
- Please choose only one answer.

<b>1.</b>	Please indicate the kind of mining in which you are employed <i>Tick the relevant block.</i>	
1	Gold	
2	Platinum	
3	Coal	
4	Diamonds	
5	Copper	
6	Chrome	
7	Iron ore	
8	Manganese	
9	Other	

If other, please specify \_\_\_\_\_

<b>2.</b>	<b>Gender</b>	
1	Male	
2	Female	

<b>3.</b>	<b>Age in years</b>	
1	19 and younger	
2	20–29	
3	30–39	
4	40–49	
5	50–59	
6	60 and older	

4.	Ethnicity	
1	White	
2	African	
3	Coloured	
4	Indian	
5	Other	

If other, please specify \_\_\_\_\_

5.	Marital status	
1	Single	
2	Engaged/In a relationship	
3	Married	
4	Divorced	
5	Separated	
6	Remarried	

6.	Children	
1	None	
2	One	
3	Two	
4	Three	
5	Four	
6	Five	
7	More than five	

7.	Home language	
1	Afrikaans	
2	English	
3	Sepedi	
4	Sesotho	
5	Setswana	
6	SiSwati	
7	Tshivenda	
8	isiNdebele	
9	isiXhosa	
10	isiZulu	
11	Xitsonga	
12	Other	

If other, please specify \_\_\_\_\_

|



<b>8.</b>	<b>Highest qualifications</b>	
1	Gr 1–Gr 7	
2	Gr 8–Gr 11	
3	Grade 12	
4	Grade 12 + diploma	
5	Grade 12 + higher diploma or degree	
6	Postgraduate education	

<b>9.</b>	<b>Job title</b>	
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<b>10.</b>	<b>Please indicate your occupational level</b>	
1	Executive management (board)	
2	Senior management (Exco)	
3	Professionally qualified, experienced specialists, middle management	
4	Skilled technical and academically qualified workers, junior management	
5	Semi-skilled and discretionary decision making	
6	Unskilled and defined decision making	

<b>11.</b>	<b>Where do you work at the mine?</b>	
1	Underground	
2	Surface	

<b>12.</b>	<b>How long have you been working in the mining environment?</b>	
1	0–6 months	
2	7–12 months	
3	1–2 years	
4	3–5 years	
5	More than 5 years	

(B) BASIC CONDITIONS OF EMPLOYMENT

1. Which of the following **benefits** does your mining company provide for **women** working in **core mining activities** (for example mining, metallurgy and engineering)? **Tick all the relevant blocks.**

No.	Benefit	
1.1	Bonuses	
1.2	Housing	
1.3	Medical aid	
1.4	Employee insurance	
1.5	Education	
1.6	Retirement benefits	
1.7	Maternity benefits	
1.8	Overtime compensation	
1.9	Annual leave	
1.10	Sick leave	
1.11	Procedures regarding termination of contract (for example length of notice periods)	
1.12	Other	

If **other**, please specify.


2. Please mention the **additional benefits** that you feel should be provided by the mining company to **women** working in **core mining activities** (for example mining, metallurgy and engineering).


(C) COMPANY POLICIES

1. Which of the following policies does the mining company provide for? **Tick all the relevant blocks.**

No.	Policy	
1.1	Employment equity	
1.2	Skills development policy	
1.3	Pregnancy policy	
1.4	HIV/Aids policy	
1.5	Sexual harassment policy	
1.6	Remuneration policy	
1.7	Recruitment and retrenchment policy	
1.8	Health and safety policy	
1.9	Mine closure policy	
1.10	Other	

If other, please specify.


2. Do you feel **women** working in core mining activities (for example mining, metallurgy and engineering) have **sufficient knowledge** of the content and operational procedures of the policies of the mining company? **Indicate your opinion of each item by marking the appropriate number with an X in the chosen block.**

		Not at all	Seldom	Partially	Completely
No.	Policy	1	2	3	4
2.1	Employment equity				
2.2	Skills development policy				
2.3	Pregnancy policy				
2.4	HIV/Aids policy				
2.5	Sexual harassment policy				
2.6	Remuneration policy				
2.7	Recruitment and retrenchment policy				
2.8	Health and safety policy				
2.9	Mine closure policy				

3. Do you think the mining company's policies work well? **Indicate your opinion of each item by marking the appropriate number with an X in the chosen block.**

		Not at all	Seldom	Partially	Completely
No.	Policy	1	2	3	4
3.1	Employment equity				
3.2	Skills development policy				
3.3	Pregnancy policy				
3.4	HIV/Aids policy				
3.5	Sexual harassment policy				
3.6	Remuneration policy				
3.7	Recruitment and retrenchment policy				
3.8	Health and safety policy				
3.9	Mine closure policy				

4. Are there any **other concerns** regarding the mining company's policies that you would like to share?


(D) WORKPLACE OPPORTUNITIES

Comment on each of the following statements by marking the appropriate number with an X in the chosen block.

		Strongly disagree	Disagree	Agree	Strongly agree
No.	Opportunities	1	2	3	4
1.	The mining company makes provision for skills development of women.				
2.	The mining company offers training to women on a regular basis.				
3.	The mining company provides specialised training to enable women to move into more technical areas of work.				
4.	Woman employees are adequately trained to perform their jobs effectively.				
5.	The training programmes help to increase chances of promotions for women (for example to move from lower-level jobs into better jobs within the mining company).				
6.	The mining company makes provision for career development of women.				
7.	The mining company makes provision for women to enter managerial positions.				

8. Please explain in which ways the mining company makes provision for **career development** and **progression of women** (women employed in the core mining activities such as mining, metallurgy and engineering).


9. Are there any other concerns regarding workplace opportunities for **women** in the mining company that you would like to share?


**(E) INFRASTRUCTURE FACILITIES**

1. Does the mining company provide adequate infrastructure facilities to **women** working in core mining activities (for example mining, metallurgy and engineering)? Indicate your opinion of each item by marking the appropriate number with an X in the chosen block.

		Strongly disagree	Disagree	Agree	Strongly agree
No.	Facilities	1	2	3	4
1.1	Canteens				
1.2	Ablution facilities				
1.3	Change rooms				
1.4	Crèches				
1.5	The ablution facilities and change rooms in the workplace are women-friendly				
1.6	The mining company provides facilities for women working in shifts, such as security at work and company transport.				

- 1.6.1 Briefly motivate your answer in Number 1.6.


2. Are there any other concerns regarding infrastructure facilities for **women** in the mining company that you would like to share?


**(F) PHYSICAL ABILITY**

Comment on each of the following statements by marking the appropriate number with an X in the chosen block.

		Strongly disagree	Disagree	Agree	Strongly agree
No.	Physical ability	1	2	3	4
1.	Women are physically less capable than men.				
2.	Some mining tasks can be done only by men.				
3.	Women have the physical ability to perform their daily tasks effectively.				
4.	Women find it easy to work in confined spaces.				
5.	Temperatures in the workplace are regarded as a major problem for women.				
6.	Women should be treated differently than their male co-workers in the workplace.				

- 6.1 Briefly motivate your answer in **Number 6**.


7. Are there specific **equipment** and **tools** in the workplace that are totally banned from use by women?

Yes 1	No 2	Unsure 3

- 7.1 Please **specify** the **equipment** and **tools**.


8. In which **section(s)** of the mine are **women** currently employed?


9. Why are women mainly employed in the **section(s)** mentioned above?


10. Are there **work units** in the mining company that totally prohibit women?

Yes 1	No 2	Unsure 3



10.1 Please specify the work units.


11. Do you feel women are confident in performing the following activities? **Indicate your opinion of each item by marking the appropriate number with an X in the chosen block.**

		Strongly disagree	Disagree	Agree	Strongly agree
No.	Physical ability	1	2	3	4
11.1	Driving a locomotive				
11.2	Driving a winding engine				
11.3	Operating a conveyer belt				
11.4	Using heavy and/or vibrating power tools				
11.5	Driving a winch				
11.6	Operating a shift				

12. Are there any other concerns regarding the physical abilities of women in mining that you would like to share?


**(G) HEALTH AND SAFETY IN THE WORKPLACE**

Comment on each of the following statements by marking the appropriate number with an X in the chosen block.

		Strongly disagree	Disagree	Agree	Strongly agree
No.	Health and safety issues	1	2	3	4
1.	Women feel safe at work.				
2.	It is dangerous for women to work underground in the mining company.				
3.	It is safe for women to work the night shift.				
4.	The safeguards (protective clothing, masks, etc.) provided by the company are adequate.				
5.	Protective clothing that women are obliged to wear is woman-friendly, in other words designed keeping women in mind.				
6.	Pregnant women are provided with alternative employment where they are not exposed to hazardous or dangerous circumstances.				
7.	Alternative employment is provided for women during early motherhood and breastfeeding.				
8.	The mining company is actively involved in HIV/Aids-awareness programmes.				
9.	The mining company works to mitigate and combat HIV/Aids in the mining industry.				
10.	The mining company makes provision for rehabilitation in case of accidents at work.				

11. Are there any **specific health and safety risks** involved for **women** working in **core mining activities** (for example mining, metallurgy and engineering) at your mining company? Please mention them.


12. Are there any other health and safety concerns that you would like to share regarding women employed in core mining activities (for example mining, metallurgy and engineering) at your mining company?


#### (H) WORKPLACE RELATIONS

Comment on each of the following statements by marking the appropriate number with an X in the chosen block.

		Strongly disagree	Disagree	Agree	Strongly agree
No.	Workplace relations	1	2	3	4
1.	Men and women are treated equally in the workplace (in terms of promotion, bonuses, opportunities, etc.).				
2.	Men and women are paid equal wages.				
3.	Women feel accepted by their male co-workers.				
4.	Women feel part of the work team.				
5.	Women feel fairly treated by their male co-workers.				
6.	Women feel fairly treated by management.				
7.	Language is a communication barrier to the effective performance of daily tasks.				
8.	Sexual favouritism (in other words sexual favours for co-workers and management) is commonly practiced in the mining company.				
9.	Sexual harassment (for example threats, demands and bodily contact) is a general problem in the workplace.				
10.	The mining company has a committee that investigates sexual harassment issues in the workplace.				
11.	The mining company effectively addresses sexual harassment in the workplace.				
12.	The mining company has an effective channel for women to voice their concerns to management.				
13.	Female employees are satisfied with the way in which management handles concerns of women in the workplace.				

14. Briefly mention the **main reasons** why women are willing to perform **sexual favours**, in your opinion.


15. Does the mining company have any **forums for women**, for example committees or representation in trade unions?

Yes 1	No 2	Unsure 3

- 15.1 Please specify.


**(I) MANAGEMENT'S PERCEPTIONS OF WOMEN EMPLOYED IN CORE MINING ACTIVITIES**

1. According to the Mining Charter, mining companies had to meet the **10% female employment target** by May 2009. Has the mining company met the 10% female employment target as required by the Mining Charter?

Yes 1	No 2	Unsure 3

1.1 Please explain.


2. Were there any **specific arrangements** being made **at your mine** to accommodate **women** working in the **core activities** of the mine (for example mining, metallurgy and engineering.)?

Yes 1	No 2	Unsure 3

2.1 Please explain.


3. What **measures** does your company take to **attract** and **maintain** more **women** in the mining industry?


4. Does the mining company experience **specific problems** with having women at the mine?

Yes 1	No 2	Unsure 3

- 4.1 Please explain


5. Are there any **benefits** for having women at the mine?

Yes 1	No 2	Unsure 3

- 5.1 Please explain.


6. Briefly mention the **main reasons** why **women** are willing to work in the **core mining activities** of the mining company (for example mining, metallurgy and engineering) in your opinion.


7. What do you think are the **main problems** encountered by **women** in the **mining environment** (in other words, by women employed in core mining activities such as mining, metallurgy and engineering)?


8. Could you please indicate **possible solutions** for these problems mentioned above?


9. What do you think are the **obstacles** that **inhibit the participation of women** in the mining sector (in the core mining activities such as mining, metallurgy and engineering)?


10. Could you please indicate **possible solutions** for these problems mentioned above?


11. How do you envisage the **future for women in the mining industry** (women employed in the core mining activities such as mining, metallurgy and engineering)?


12. Are there any **other concerns** that you would like to share?




**ANNEXURE D**  
**INTERVIEW SCHEDULE:**  
**WOMEN WORKING IN CORE MINING ACITIVITIES**

# STATUS ASSESSMENT OF WOMEN IN MINING IN SOUTH AFRICA

## INTERVIEW SCHEDULE

### WOMEN WORKING IN CORE MINING ACTIVITIES OF THE MINING COMPANY

<b>A</b>	<b>PERSONAL</b>	
<b>No.</b>	<b>Question</b>	<b>Response</b>
1	Where do you work? <b>Underground/Surface</b>	
2	What is your <b>current position</b> ?	
3	<b>How long</b> have you been working in the mining environment?	
4	How were you <b>recruited</b> ?	
5	<b>Why</b> are you working at the mine? What <b>factors</b> influenced you to work at the mine?	
6	Does your work at the mine impact on your <b>family life</b> (for example responsibilities regarding home, children and marriage)? Please explain.	

<b>B</b>	<b>COMPANY POLICIES</b>	
<b>No.</b>	<b>Question</b>	<b>Response</b>
1	Are you aware of the <b>policies</b> of the mining company that specifically <b>provide for the needs of women</b> , f for example policies on pregnancy, sexual harassment, employment equity, etc.?	
2	Do you have <b>sufficient knowledge</b> of the content and operational procedures of these policies of the mining company?	
3	Are you familiar with the <b>procedures</b> to follow when reporting <b>sexual harassment</b> incidents?	
4	Do you think the mining company's <b>policies work well</b> ?	
5	Did you ever fall <b>pregnant</b> while working in the mine? If yes, how were you treated?	
6	Are there any concerns regarding the mining company's <b>policies</b> that you would like to share?	

<b>C</b>	<b>WORKPLACE OPPORTUNITIES</b>	
<b>No.</b>	<b>Question</b>	<b>Response</b>
1	Does the mining company make provision for <b>skills development</b> of women?	
2	Does the mining company make provision for <b>career development</b> of women?	
3	Are you intending to <b>develop</b> your career in mining? Motivate your answer.	
4	What form of <b>support</b> would you like to get from your mining company?	
5	What <b>measures</b> does your company take to <b>attract</b> and <b>retain</b> more <b>women</b> in the mining industry?	
6	How do you think these <b>measures</b> can be improved?	

<b>D</b>	<b>INFRASTRUCTURE FACILITIES</b>	
<b>No.</b>	<b>Question</b>	<b>Response</b>
1	Does the mining company provide <b>adequate</b> infrastructure facilities to <b>women</b> working in <b>core mining activities</b> , such as ablution facilities and change rooms?	
2	Does the mining company provide <b>childcare facilities</b> ? If not, do you think it would assist if there was an on-site childcare facility?	
3	Does the mining company provide <b>facilities</b> for women working in <b>shifts</b> , for example security at work and company transport?	
4	Are there any <b>concerns</b> regarding the mining company's <b>infrastructure facilities</b> for women that you would like to share?	

<b>E</b>	<b>PHYSICAL ABILITY</b>	
<b>No.</b>	<b>Question</b>	<b>Response</b>
1	Which <b>activities</b> form part of your <b>job description</b> , for example operating a shift, driving a locomotive, etc.?	
2	Do you have the <b>physical ability</b> to perform these tasks effectively?	

3	Do you feel <b>confident</b> in performing these activities?	
4	Are there <b>work units</b> in the mining company that totally prohibit women? Please mention.	
5	Are there specific <b>equipment and tools</b> in the workplace that are totally banned from use by women? Please mention.	

<b>F</b>	<b>HEALTH AND SAFETY</b>	
<b>No.</b>	<b>Question</b>	<b>Response</b>
1	Do you feel <b>safe</b> at work?	
2	Is the <b>protective clothing</b> that women are obliged to wear woman-friendly, in other words designed keeping woman in mind?	
3	Are there any <b>specific health and safety risks</b> involved for <b>women</b> working in <b>core mining activities</b> at your mining company?	
4	Are there any <b>other health and safety concerns</b> that you would like to share regarding women employed in <b>core mining activities</b> at your mining company?	

<b>G</b>	<b>WORKPLACE RELATIONS</b>	
<b>No.</b>	<b>Question</b>	<b>Response</b>
1	Were you <b>integrated</b> easily into the <b>workforce</b> ? Motivate your answer.	
2	Do you feel <b>accepted</b> by your <b>male co-workers</b> ?	
3	Are you facing any form of <b>discrimination</b> from your <b>male co-workers</b> ?	
4	Do you feel <b>fairly treated</b> by <b>management</b> ?	
5	Are men and women treated <b>equally</b> in the workplace (in terms of wages, promotion, bonuses, opportunities, etc.)?	
6	Do you think <b>women should be treated differently</b> than their male co-workers in the workplace?	
7	Is <b>sexual harassment</b> an issue at your workplace?	

8	Have you ever been <b>sexually harassed</b> in the workplace?	
9	If yes, how did you <b>handle</b> the sexual harassment issue?	
10	Do women perform <b>sex in the workplace</b> in exchange for favours? If yes, why?	
11	Does the mining company have any forums for women? Please explain.	

H	PERCEPTIONS	
No.	Question	Response
1	Do you think working in the core activities of the mine is a <b>good career choice</b> for women? Motivate your answer.	
2	Would you <b>recommend a career in mining</b> to other women? Motivate your answer.	
3	What is the <b>perception of other female employees</b> of women working in the mine?	
4	What is the <b>perception of other male employees</b> of women working in the mine?	

I	BARRIERS	
No.	Question	Response
1	What do you think are the <b>main problems</b> that <b>women</b> encounter in the <b>mining environment</b> (in other words women employed in the core mining activities such as mining, metallurgy and engineering)?	
2	Could you please indicate <b>possible solutions</b> for these problems mentioned above?	

3	What do you think are the <b>obstacles</b> that <b>inhibit the participation of women</b> in the mining sector (in the core mining activities such as mining, metallurgy and engineering)?	
4	Could you please indicate <b>possible solutions</b> for these problems mentioned above?	

J	OTHER	
No.	Question	Response
1	Are there any <b>other concerns</b> that you would like to share?	

**ANNEXURE E**  
**INTERVIEW SCHEDULE:**  
**MALE EMPLOYEES WORKING IN CORE MINING ACTIVITIES**

**STATUS ASSESSMENT OF WOMEN IN MINING IN SOUTH AFRICA**

**INTERVIEW SCHEDULE**

**MALE EMPLOYEES WORKING IN CORE MINING ACTIVITIES  
OF THE MINING COMPANY**

<b>A</b>	<b>PERSONAL</b>	
<b>No.</b>	<b>Question</b>	<b>Response</b>
1	Where do you work? <b>Underground/Surface</b>	
2	What is your current position?	
3	<b>How long</b> have you been working in the mining environment?	
4	Do you work with <b>women</b> in your section?	

<b>B</b>	<b>PHYSICAL ABILITY</b>	
<b>No.</b>	<b>Question</b>	<b>Response</b>
1	Do you think women have the <b>physical ability</b> to perform their tasks effectively?	
2	Are there <b>work units</b> in the mining company that are totally banned from use by women? Please mention.	
3	Are there specific <b>equipment and tools</b> in the workplace that are totally banned from use by women? Please mention.	
4	Any other concerns regarding the physical ability of women?	

<b>C</b>	<b>WORKPLACE RELATIONS</b>	
<b>No.</b>	<b>Question</b>	<b>Response</b>
1	Are women <b>integrated</b> easily into the workforce? Please explain.	
2	Do male co-workers <b>accept women</b> in the workplace?	
3	Do women face any form of <b>discrimination</b> from their male co-workers?	
4	Are men and women <b>treated equally</b> in the workplace (in terms of wages, promotion, bonuses, opportunities, etc.)?	
5	Do you think <b>women should be treated differently</b> than their male co-workers in the	



	workplace?	
6	Is <b>sexual harassment</b> an issue at your workplace?	
7	Do women perform <b>sex in the workplace</b> in exchange for favours?	
8	Do you <b>encounter any specific problems</b> when working with women in the mine?	
9	Do you think there are any <b>benefits</b> to having women working in the core activities of the mine?	

<b>D</b>	<b>PERCEPTIONS</b>	
<b>No.</b>	<b>Question</b>	<b>Response</b>
1	Do you think working in the core activities of the mine is a <b>good career choice</b> for women? Motivate your answer.	
2	Would you <b>recommend a career</b> in mining to women? Motivate your answer.	
3	What is the <b>perception of male employees</b> of women working in the mine?	

<b>E</b>	<b>BARRIERS</b>	
<b>No.</b>	<b>Question</b>	<b>Response</b>
1	What do you think are the <b>main problems</b> that <b>women</b> encounter in the <b>mining environment</b> (in other words women employed in the core mining activities such as mining, metallurgy and engineering)?	
2	Could you please indicate <b>possible solutions</b> for these problems mentioned above?	
3	What do you think are the <b>obstacles</b> that <b>inhibit the participation of women</b> in the mining sector (in the core mining activities such as mining, metallurgy and engineering)?	
4	Could you please indicate <b>possible solutions</b> for these problems mentioned above?	

F	OTHER	
No.	Question	Response
1	Are there any other concerns that you would like to share?	

**ANNEXURE F**  
**INTERVIEW SCHEDULE:**  
**MANAGEMENT OF THE MINING COMPANY**

# STATUS ASSESSMENT OF WOMEN IN MINING IN SOUTH AFRICA

## INTERVIEW SCHEDULE

### MANAGEMENT OF THE MINING COMPANY

<b>A</b>	<b>PERSONAL</b>	
<b>No.</b>	<b>Question</b>	<b>Response</b>
1	Where do you work? <b>Underground/Surface</b>	
2	What is your <b>current position</b> ?	
3	<b>How long</b> have you been working in the mining environment?	

<b>B</b>	<b>COMPANY POLICIES</b>	
<b>No.</b>	<b>Question</b>	<b>Response</b>
1	Does the mining company have policies in place that specifically <b>provides for the needs of women</b> , for example policies on pregnancy, sexual harassment, employment equity, etc.?	
2	Do you think women have <b>sufficient knowledge</b> of the content and operational procedures of these policies of the mining company?	
3	Do you think the mining company's policies <b>work well</b> ?	
4	How does the mining company <b>treat women</b> when they <b>disclose</b> their pregnancy?	
5	Are there any concerns regarding the mining company's policies that you would like to share?	

<b>C</b>	<b>WORKPLACE OPPORTUNITIES</b>	
<b>No.</b>	<b>Question</b>	<b>Response</b>
1	What measures do the mining company take to <b>recruit women</b> to be employed in the core activities?	
2	What measures do the mining company take to <b>support</b> women that are recruited?	
3	Does the mining company make provision	

	for <b>skills development</b> of women? Please explain.	
4	Please explain in which ways the mining company makes provision for <b>career development and progression of women</b> working in the core activities of the mine?	
5	What form of <b>support</b> does the mining company provide to promote career development of women working in the core activities of the mine?	
6	What <b>measures</b> does your company take to <b>attract and retain more women</b> in the mining industry?	
7	How do you think these <b>measures</b> can be <b>improved</b> ?	

<b>D INFRASTRUCTURE FACILITIES</b>		
<b>No.</b>	<b>Question</b>	<b>Response</b>
1	Does the mining company provide <b>adequate infrastructure facilities to women</b> working in <b>core mining activities</b> , such as ablution facilities and change rooms?	
2	Does the mining company provide <b>childcare facilities</b> ?	
3	Does the mining company provide <b>facilities</b> for women working in <b>shifts</b> , for example security at work and company transport?	
4	Are there any <b>concerns</b> regarding the mining company's <b>infrastructure facilities</b> for women that you would like to share?	

<b>E PHYSICAL ABILITY</b>		
<b>No.</b>	<b>Question</b>	<b>Response</b>
1	Are there <b>specific jobs</b> in the mining company assigned to women? If yes, can you provide a list of these jobs?	
2	Does the mining company <b>conduct health risk assessments for women</b> in order to ensure that appropriate jobs are assigned to appropriate women?	
3	Do you think women have the <b>physical ability</b> to perform their tasks effectively?	

4	Are there <b>work units</b> in the mining company that totally prohibit women? Please mention.	
5	Are there specific <b>equipment and tools</b> in the workplace that are totally banned from use by women? Please mention.	
6	Are there any <b>other concerns</b> regarding the <b>physical abilities of women</b> working in the <b>core activities</b> (for example mining, metallurgy and engineering) of the mine that you would like to share?	

<b>F</b>	<b>HEALTH AND SAFETY</b>	
<b>No.</b>	<b>Question</b>	<b>Response</b>
1	What measures do the mining company take to ensure a <b>safe environment</b> conducive for women?	
2	Is the <b>protective clothing</b> that women are obliged to wear woman-friendly, in other words designed keeping woman in mind?	
3	Are there any <b>specific health and safety risks</b> involved for <b>women</b> working in <b>core mining activities</b> at your mining company?	
4	Are there any <b>other health and safety concerns</b> that you would like to share regarding women employed in <b>core mining activities</b> at your mining company?	

<b>G</b>	<b>WORKPLACE RELATIONS</b>	
<b>No.</b>	<b>Question</b>	<b>Response</b>
1	Are women <b>integrated</b> easily into the workforce? Please explain.	
2	What measures does the mining company take to <b>sensitise the workforce</b> to the integration of women?	
3	Do <b>male co-workers</b> accept women in the workplace?	
4	Do women face any form of <b>discrimination</b> from their male co-workers?	
5	Are <b>men and women</b> treated equally in	

	the workplace (in terms of wages, promotion, bonuses, opportunities, etc.)?	
6	Do you think <b>women should be treated differently</b> than their male co-workers in the workplace?	
7	Is <b>sexual harassment</b> an issue in the mining company?	
8	How does the mining company <b>handle sexual harassment issues</b> ?	
9	Do women perform <b>sex in the workplace</b> in exchange for favours?	
10	Do you <b>encounter any specific problems</b> with women working in the mine?	
11	Do you think there are any <b>benefits</b> to having women working in the core activities of the mine?	
12	Does the mining company have any <b>forums for women</b> ? Please explain.	

H	PERCEPTIONS	
No.	Question	Response
1	Do you think women working in the core activities of the mine is a <b>good career choice</b> for women? Motivate your answer.	
2	Would you <b>recommend a career</b> in mining to women? Motivate your answer.	
3	What is the <b>perception of male employees</b> of women working in the mine?	
4	How do you <b>envisage</b> the future for women in the mining industry?	

I	BARRIERS	
No.	Question	Response
1	What do you think are the <b>main problems</b> that <b>women</b> encounter in the <b>mining</b>	

	<b>environment</b> (in other words women employed in the core mining activities such as mining, metallurgy and engineering)?	
2	Could you please indicate <b>possible solutions</b> for these problems mentioned above?	
3	What do you think are the <b>obstacles</b> that <b>inhibit the participation of women</b> in the mining sector (in the core mining activities such as mining, metallurgy and engineering)?	
4	Could you please indicate <b>possible solutions</b> for these problems mentioned above?	

<b>J</b>	<b>OTHER</b>	
<b>No.</b>	<b>Question</b>	<b>Response</b>
1	Has the mining company met the 10% female employment target as required by the Mining Charter? Please explain.	
2	Were there any specific arrangements being made at your mine to accommodate women in the core activities of the mine?	
3	Are there any <b>other concerns</b> that you would like to share?	



**ANNEXURE G**  
**LETTER TO THE MINING COMPANIES**



NORTH-WEST UNIVERSITY  
YUNIBESITHI YA BOKONE-BOPHIRIMA  
NOORDWES-UNIVERSITEIT  
POTCHEFSTROOMKAMPUS

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**Focus area: Social transformation**  
Tel: 018 299 1753  
Fax: 018 293 5266  
Email: [Freek.Cronje@nwu.ac.za](mailto:Freek.Cronje@nwu.ac.za)

18 March 2011

To whom it may concern

#### **PERMISSION TO CONDUCT RESEARCH AT XXXXX**

**Ms Doret Botha** is currently an enrolled **PhD student** at the North-West University, Potchefstroom campus. The focus of her PhD studies is **Women in mining** and she is investigating relevant and burning gender issues in the mining sector in South Africa. Due to the nature of the topic, the candidate must conduct a substantial part of the empirical investigation among selected mining companies in the country.

The title of her thesis is **Women in mining: A conceptual framework for gender issues in the South African mining sector**.

The main aim of this study is to **critically analyse gender issues in the mining sector** and subsequently to develop a conceptual framework that will enable the mining sector to contribute to and ensure the sustainable employment of women in the mining sector.

The following specific objectives have been identified:

- To analyse applicable theories and perspectives on gender and gender inequality-related issues in order to obtain a better understanding of the background and social structure regarding women in mining
- To critically discuss and interpret the impact of transformation and recent legislation on gender issues in South Africa in general and in the mining sector specifically
- To determine and analyse global and national trends and perspectives regarding women in mining
- To empirically determine and investigate relevant gender-related issues in the mining sector (benefits, policies, workplace opportunities, infrastructure facilities, physical ability, health and safety, workplace relations and personal issues)
- To make recommendations based on the literature review (gender theories, gender legislative policies and global and national perspectives) and data analysis to address the different gender issues in the mining sector
- To develop a conceptual framework regarding gender issues for the mining industry that can be implemented and used in order to ensure sustainability and equity in the sector.

Given the prominence and good reputation of **XXXXX**, we decided to approach your company for participation in this research. Ms Botha has the necessary orientation, motivation and capacity to deal responsibly with confidential information. I therefore humbly request your permission to conduct this research within your mining company and to assist Ms Botha with the gathering of the necessary data in order to complete the study.

We will – at the end of the study – give full feedback to the company in terms of the main findings as well as some recommendations that might contribute to addressing this contentious issue in a meaningful way and enhancing sustainability in an equitable manner in the industry.

Your kind consideration of this request will be greatly appreciated.

Yours sincerely

A handwritten signature in black ink, appearing to read 'F. Cronjé', with a large, stylized initial 'F' and a horizontal line at the end.

**Prof. Freek Cronjé**

Subject Group: Sociology & Director: CSR Centre  
School of Social and Government Studies  
North-West University

**ANNEXURE H**  
**LETTER FROM DR SM ELLIS**  
**(STATISTICAL CONSULTATION SERVICES)**



NORTH-WEST UNIVERSITY  
YUNIBESITHI YA BOKONE-BOPHIRIMA  
NOORDWES-UNIVERSITEIT  
POTCHEFSTROOMKAMPUS

Privatebag X6001 Potchefstroom 2520  
Tel (018) 299 1111 Fax (018) 299 2799  
<http://www.puk.ac.za>

**Statistical Consultation Services**

Tel: (018) 299 2650

Fax: (018) 299 2557

4 November 2013

**Re: Thesis Ms D Botha, student number:  
10147284**

We hereby confirm that the Statistical Consultation Services of the North-West University had analysed the data and assisted with the interpretation of the results. However, any opinion, findings or recommendations expressed in this document are those of the author and the Statistical Consultation Services of NWU (Potchefstroom Campus) do not accept responsibility for the statistical correctness of the results reported.

Kind regards

A handwritten signature in black ink, appearing to read 'S M Ellis'.

**DR. S M ELLIS (Pr. Sci. Nat)**

**Head: Statistical Consultation Services**

**ANNEXURE I**  
**LETTER FROM MS L BEDEKER**  
**(LANGUAGE AND REFERENCING EDITOR)**

**LaetitiaBEDEKER**

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**Proof of editing**

4 November 2013

This letter serves as proof that Doret Botha's PhD thesis, entitled *Women in mining: A conceptual framework for gender issues in the South African mining sector*, was professionally copy (language) edited. The in-text references and reference list were edited as per the 2012 North-West University prescriptions. Final editing and printing remain the responsibility of the student.

Kind regards



**LM Bedeker**

BA, Postgraduate Diploma (Translation) *cum laude*, MPhil (Translation) *cum laude*  
Accredited member of the South African Translators' Institute (accreditation number 1001437)  
Member of the Professional Editors' Group