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ANNEXURE A
Commission for Employment Equity Annual Report 2009/2010 - Sections

Table 4: EAP by race and gender

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th></th>
<th>Female</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>AM</td>
<td>African male</td>
<td>38.2%</td>
<td>AF</td>
<td>African female</td>
</tr>
<tr>
<td>CM</td>
<td>Coloured male</td>
<td>6.1%</td>
<td>CF</td>
<td>Coloured female</td>
</tr>
<tr>
<td>IM</td>
<td>Indian male</td>
<td>1.9%</td>
<td>IF</td>
<td>Indian female</td>
</tr>
<tr>
<td>WM</td>
<td>White male</td>
<td>6.7%</td>
<td>WF</td>
<td>White female</td>
</tr>
<tr>
<td>FM</td>
<td>Foreign male</td>
<td>0%</td>
<td>FF</td>
<td>Foreign female</td>
</tr>
</tbody>
</table>

Source: Department of Labour: Commission for Employment Equity – Annual Report 2009/2010

Figure 1: Workforce population distribution for Top Management for all employers

Source: Department of Labour: Commission for Employment Equity – Annual Report 2009/2010

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Table 5: Industry sector workforce profile percentage population distribution at the Top Management level by race and gender

<table>
<thead>
<tr>
<th>Occupational levels</th>
<th>Male</th>
<th>Female</th>
<th>Foreign National</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>African</td>
<td>Coloured</td>
<td>Indian</td>
<td></td>
</tr>
<tr>
<td>Agriculture</td>
<td>8.5%</td>
<td>2.4%</td>
<td>0.4%</td>
<td></td>
</tr>
<tr>
<td>Mining and Quarrying</td>
<td>13.6%</td>
<td>1.4%</td>
<td>1.9%</td>
<td></td>
</tr>
<tr>
<td>Manufacturing</td>
<td>6.8%</td>
<td>2.5%</td>
<td>6.2%</td>
<td></td>
</tr>
<tr>
<td>Electricity, Gas and Water</td>
<td>77.7%</td>
<td>4.0%</td>
<td>5.1%</td>
<td></td>
</tr>
<tr>
<td>Construction</td>
<td>10.9%</td>
<td>4.2%</td>
<td>5.0%</td>
<td></td>
</tr>
<tr>
<td>Retail and Wholesale/Trade/Repair</td>
<td>4.7%</td>
<td>2.1%</td>
<td>5.9%</td>
<td></td>
</tr>
<tr>
<td>Hospitality/Commercial/Catering</td>
<td>4.6%</td>
<td>3.5%</td>
<td>7.7%</td>
<td></td>
</tr>
<tr>
<td>Transport/Storage/Communications</td>
<td>19.5%</td>
<td>4.5%</td>
<td>6.6%</td>
<td></td>
</tr>
<tr>
<td>Finance/Insurance/Services</td>
<td>12.8%</td>
<td>3.0%</td>
<td>6.8%</td>
<td></td>
</tr>
<tr>
<td>Community/Social/Personal Services</td>
<td>28.9%</td>
<td>6.5%</td>
<td>4.6%</td>
<td></td>
</tr>
</tbody>
</table>

Source: Department of Labour: Commission for Employment Equity – Annual Report 2009/2010

Figure 4: Workforce population distribution for Senior Management for all employers.

Source: Department of Labour: Commission for Employment Equity – Annual Report 2009/2010
Figure 6: Workforce population distribution for Senior Management for private sector employers

![Workforce population distribution for Senior Management for private sector employers](image)

Source: Department of Labour: Commission for Employment Equity – Annual Report 2009/2010

Table 6: Industry sector workforce profile percentage population distribution at the Senior Management level for all employers by race and gender

<table>
<thead>
<tr>
<th>Occupational levels</th>
<th>Male</th>
<th>Female</th>
<th>Foreign National</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>African</td>
<td>Coloured</td>
<td>Indian</td>
<td>White</td>
</tr>
<tr>
<td>Agriculture</td>
<td>15.9%</td>
<td>2.9%</td>
<td>1.6%</td>
<td>61.8%</td>
</tr>
<tr>
<td>Mining and Quarrying</td>
<td>33.2%</td>
<td>2.3%</td>
<td>2.8%</td>
<td>65.5%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>7.0%</td>
<td>4.4%</td>
<td>8.0%</td>
<td>57.7%</td>
</tr>
<tr>
<td>Electricity, Gas and Water</td>
<td>22.3%</td>
<td>3.6%</td>
<td>5.7%</td>
<td>29.7%</td>
</tr>
<tr>
<td>Construction</td>
<td>11.8%</td>
<td>4.5%</td>
<td>4.8%</td>
<td>62.9%</td>
</tr>
<tr>
<td>Retail and Motor Trade/Repair Service</td>
<td>6.9%</td>
<td>5.0%</td>
<td>8.2%</td>
<td>58.8%</td>
</tr>
<tr>
<td>Wholesale Trade/Commercial Agents/Auxiliary Services</td>
<td>8.0%</td>
<td>6.2%</td>
<td>10.0%</td>
<td>46.7%</td>
</tr>
<tr>
<td>Catering/Accommodation/other trade</td>
<td>12.8%</td>
<td>1.8%</td>
<td>2.7%</td>
<td>49.4%</td>
</tr>
<tr>
<td>Transport/Storage/Communications</td>
<td>12.8%</td>
<td>4.4%</td>
<td>10.5%</td>
<td>46.1%</td>
</tr>
<tr>
<td>Finance/Business Services</td>
<td>9.4%</td>
<td>3.6%</td>
<td>6.7%</td>
<td>45.6%</td>
</tr>
<tr>
<td>Community/Social/Personal Services</td>
<td>27.9%</td>
<td>5.1%</td>
<td>5.1%</td>
<td>36.0%</td>
</tr>
</tbody>
</table>

Source: Department of Labour: Commission for Employment Equity – Annual Report 2009/2010
Figure 7: Workforce population distribution for Professionally Qualified for all employers

Table 7: Industry sector workforce profile percentage population distribution at the Professionally Qualified level by race and gender

<table>
<thead>
<tr>
<th>Occupational levels</th>
<th>Male</th>
<th>Female</th>
<th>Foreign National</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture</td>
<td>16.0%</td>
<td>15.3%</td>
<td>14.3%</td>
<td>100.0%</td>
</tr>
<tr>
<td>Mining and Quarrying</td>
<td>20.0%</td>
<td>18.5%</td>
<td>18.2%</td>
<td>100.0%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>10.0%</td>
<td>10.5%</td>
<td>10.5%</td>
<td>100.0%</td>
</tr>
<tr>
<td>Electricity, Gas and Water</td>
<td>58.0%</td>
<td>52.3%</td>
<td>50.9%</td>
<td>100.0%</td>
</tr>
<tr>
<td>Construction</td>
<td>15.5%</td>
<td>16.3%</td>
<td>15.2%</td>
<td>100.0%</td>
</tr>
<tr>
<td>Retail and Motor Trade/Repair Service</td>
<td>17.5%</td>
<td>17.0%</td>
<td>16.4%</td>
<td>100.0%</td>
</tr>
<tr>
<td>Wholesale Trade/Commercial Agents/Aided Services</td>
<td>15.0%</td>
<td>15.2%</td>
<td>14.5%</td>
<td>100.0%</td>
</tr>
<tr>
<td>Catering/ Accommodation/other trade</td>
<td>17.5%</td>
<td>17.1%</td>
<td>16.7%</td>
<td>100.0%</td>
</tr>
<tr>
<td>Transport/ Storage/Communications</td>
<td>15.2%</td>
<td>15.0%</td>
<td>14.4%</td>
<td>100.0%</td>
</tr>
<tr>
<td>Finance/Business Services</td>
<td>15.0%</td>
<td>15.2%</td>
<td>14.5%</td>
<td>100.0%</td>
</tr>
<tr>
<td>Community/Social/Personal Services</td>
<td>20.0%</td>
<td>20.0%</td>
<td>19.5%</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

Source: Department of Labour: Commission for Employment Equity – Annual Report 2009/2010
Figure 10: Workforce population distribution for Skilled for all employers

Source: Department of Labour: Commission for Employment Equity – Annual Report 2009/2010

Table 8: Industry sector workforce profile percentage population distribution at the Skilled level by race and gender

<table>
<thead>
<tr>
<th>Occupational levels</th>
<th>Male</th>
<th>Female</th>
<th>Foreign National</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>African</td>
<td>Coloured</td>
<td>Indian</td>
<td>White</td>
</tr>
<tr>
<td>Agriculture</td>
<td>33.1%</td>
<td>7.2%</td>
<td>1.3%</td>
<td>21.3%</td>
</tr>
<tr>
<td>Mining and Quarrying</td>
<td>39.3%</td>
<td>2.9%</td>
<td>6.9%</td>
<td>36.9%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>22.6%</td>
<td>9.7%</td>
<td>8.2%</td>
<td>26.3%</td>
</tr>
<tr>
<td>Electricity, Gas and Water</td>
<td>36.8%</td>
<td>4.9%</td>
<td>2.9%</td>
<td>38.5%</td>
</tr>
<tr>
<td>Construction</td>
<td>41.8%</td>
<td>7.8%</td>
<td>3.4%</td>
<td>24.3%</td>
</tr>
<tr>
<td>Retail and Motor Trade/Repair Service</td>
<td>21.1%</td>
<td>8.0%</td>
<td>5.9%</td>
<td>16.5%</td>
</tr>
<tr>
<td>Wholesale Trade/ Commercial Agents/ Allied Services</td>
<td>24.7%</td>
<td>7.0%</td>
<td>6.2%</td>
<td>14.9%</td>
</tr>
<tr>
<td>Catering/ Accommodation/ Other trade</td>
<td>24.6%</td>
<td>5.4%</td>
<td>3.0%</td>
<td>12.0%</td>
</tr>
<tr>
<td>Transport/ Storage/ Communications</td>
<td>26.4%</td>
<td>8.4%</td>
<td>6.6%</td>
<td>21.1%</td>
</tr>
<tr>
<td>Finance/Business Services</td>
<td>18.0%</td>
<td>5.7%</td>
<td>4.3%</td>
<td>12.9%</td>
</tr>
<tr>
<td>Community/Social/ Personal Services</td>
<td>32.1%</td>
<td>4.8%</td>
<td>1.8%</td>
<td>7.0%</td>
</tr>
</tbody>
</table>

Source: Department of Labour: Commission for Employment Equity – Annual Report 2009/2010
<table>
<thead>
<tr>
<th>Occupational levels</th>
<th>Male</th>
<th>Female</th>
<th>Foreign National</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>A</td>
<td>C</td>
<td>I</td>
<td>W</td>
</tr>
<tr>
<td>Top Management</td>
<td>25</td>
<td>4</td>
<td>12</td>
<td>168</td>
</tr>
<tr>
<td></td>
<td>9.6%</td>
<td>1.5%</td>
<td>4.6%</td>
<td>64.6%</td>
</tr>
<tr>
<td>Senior Management</td>
<td>93</td>
<td>24</td>
<td>57</td>
<td>346</td>
</tr>
<tr>
<td></td>
<td>13.2%</td>
<td>3.4%</td>
<td>8.1%</td>
<td>49.1%</td>
</tr>
<tr>
<td>Professionally qualified, experienced</td>
<td>565</td>
<td>128</td>
<td>168</td>
<td>1912</td>
</tr>
<tr>
<td>specialists, mid-management</td>
<td>14.5%</td>
<td>3.3%</td>
<td>4.2%</td>
<td>48.9%</td>
</tr>
<tr>
<td>Skilled technical and academically</td>
<td>2 235</td>
<td>626</td>
<td>666</td>
<td>2 554</td>
</tr>
<tr>
<td>qualified workers, junior management</td>
<td>24.0%</td>
<td>6.7%</td>
<td>6.5%</td>
<td>27.5%</td>
</tr>
<tr>
<td>Semi-skilled and discretionary</td>
<td>6 144</td>
<td>1 051</td>
<td>648</td>
<td>1 415</td>
</tr>
<tr>
<td>decision making</td>
<td>39.3%</td>
<td>6.7%</td>
<td>4.1%</td>
<td>9.0%</td>
</tr>
<tr>
<td>Unskilled and defined decision making</td>
<td>4 906</td>
<td>308</td>
<td>149</td>
<td>277</td>
</tr>
<tr>
<td>Total permanent</td>
<td>13 998</td>
<td>2 221</td>
<td>1 640</td>
<td>6 612</td>
</tr>
<tr>
<td></td>
<td>36.1%</td>
<td>5.7%</td>
<td>4.2%</td>
<td>17.0%</td>
</tr>
<tr>
<td>Temporary employees</td>
<td>731</td>
<td>97</td>
<td>19</td>
<td>79</td>
</tr>
<tr>
<td></td>
<td>35.7%</td>
<td>4.7%</td>
<td>0.9%</td>
<td>3.9%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>147 29</td>
<td>2 318</td>
<td>3 658</td>
<td>6 693</td>
</tr>
</tbody>
</table>

The purpose of the questionnaire is to obtain information regarding whether perceived woman discrimination does exist in the mining sector. Information obtained will be used by the researcher only for the purposes of this study. You are guaranteed ethical and careful use of the information. You are assured that your response will be treated as highly confidential, and that participation in this study is on the basis of anonymity. Please participate as sincerely and as co-operatively as possible, and this will be invaluable in the analysis, recommendations, and conclusion of this study. The interviewee is free to decline to answer some or all of the questions posed.

SECTION A: BIOGRAPHICAL INFORMATION

Would you please tell me a little bit about yourselves and your background?

1. How old are you?
   A. Under 25 years
   B. 25 – 34 years
   C. 35 – 44 years
   D. 45 – 54 years
   E. 55 or older

2. What is your gender
   A. Female
   B. Male

3. What is your racial group?
   A. Black
   B. Coloured
C. Indian
D. White

4. Level of education
   A. Below grade 12
   B. Grade 12
   C. Technical certificate
   D. Diploma/Degree

SECTION B: EMPLOYMENT PARTICULARS

1. What is your Job title/Position at work?
2. How long have you been on this position?
   A. Less than 5 years
   B. 05 - 09 years
   C. 10 - 14 years
   D. 15 – 20 years

3. How long have you worked for the mining sector?
   A. Less than 5 years
   B. 05 - 09 years
   C. 10 - 14 years
   D. 15 – 20 years

SECTION C: UNDERSTANDING OF DISCRIMINATION AND WORK EXPERIENCE

1. What is woman discrimination? (Explain in your own words).

2. Do you think woman discrimination exists in the mining sector? (Explain why do you say it does or it doesn’t exist)

3. Have you experienced or witnessed any attempts in the workplace to downgrade or attack woman because of their gender or sex?
4. Have you been subjected or witnessed a female colleague being subjected to different treatment than male colleagues, who are equally qualified?
   - How it was done? Explain; Give example/s of incidences to support your answer?
   - How did the experience affect you/make you feel?
   - How did the experience affect your work performance?

5. Have you been subjected or witnessed a female colleague being subjected to derogatory remarks?
   - How it was done? Explain; Give example/s of incidences to support your answer?
   - How did the experience affect you/make you feel?
   - How did the experience affect your work performance?

6. Have you been placed or witnessed a female colleague being placed in working conditions which made it impossible to perform your/their job?
   - How it was done? Explain; Give example/s of incidences to support your answer?
   - How did the experience affect you/make you feel?
   - How did the experience affect your work performance?

7. If the answer is YES to any of the questions from 6 – 10, did you/they lodge a complaint with management and how was the complaint handled by management?

8. Have you or a female colleague ever been discouraged by male colleagues or supervisor to execute a task related to your/their job because of your/their gender?
   - If the answer is YES, how did you or they react to this?
   - How did you feel about this?

9. Have you or a female colleague ever been discouraged by male colleagues or supervisor, to apply for a promotion/senior position because of your/their gender?
• If the answer is YES, how did you or they react to this?
• How did you feel about this?

10. What should be done to eliminate woman discrimination in the mining sector?
a) Get a sense of the whole. Read through all the transcriptions carefully and perhaps jot down some ideas as they come to mind.

b) Pick one document (one interview) which could be the most interesting, the shortest or the one on top of the pile. Go through it, asking yourself, what is this all about? Do not think about the “substance” of the information, but rather its underlying meaning. Write thoughts in the margin.

c) When you have completed the task for several informants, make a list of the topics that have emerged. Cluster together similar topics. Form these topics into columns that might be arrayed as major topics, unique topics, and leftovers (they have no specific category).

d) Now take this list and go back to the data. Abbreviate the topics as codes and write the codes next to the appropriate segments of the text. Try out this preliminary organising scheme to see whether new categories and codes emerge.

e) Find the most descriptive wording for your topics and turn them into categories. Look at reducing your total list of categories by grouping topics that relate to each other. Perhaps draw lines between your categories to show the interrelationships.

f) Make a final decision on the abbreviation for each category and alphabetise these codes.

g) Assemble the data material belonging to each category in one place and perform preliminary analysis.

h) If necessary recode your existing data.