

Barriers to Gender Equity

Thank you for participating in the survey.

The questionnaire consist of 53 questions and statements.
It takes approximately to 10 to 15 minute on average to complete it.

Please note that this survey is handled completely confidentially.

Steps to follow to complete and submit the survey:

STEP 1: Read each statement. Respond by clicking your mouse on the white circle below the scale (e.g. strongly disagree, disagree, unsure, agree, strongly agree), or selecting from the drop-down menu's.

In order to get a true reflection of your feelings, please attempt to use the column marked 'Unsure' (neither positive or negative) as little as possible.
Please submit your survey BY 15 September 2005.

[Redacted]

1. What race do you belong to?

2. Select the applicable grade that relates to you:

3. What is your gender?

4. What is your marital status?

5. Do you have children?

6. If yes indicate by selecting the number of children:

7. Are you a member of the Women Development Forum in your region?

8. State your highest formal qualification:

9. Number of years of experience in current position?

10. Which department do you belong to?

11. The organisation culture of Eskom has supported the development of women Strongly Disagree Disagree Unsure Agree Strongly Agree

12. Gender stereotyping has prevented women from advancing in Eskom Strongly Disagree Disagree Unsure Agree Strongly Agree

13. After care facility for children in the work place will assist women with balancing home and work responsibilities. Strongly Disagree Disagree Unsure Agree Strongly Agree

14. Eskom is supportive to women in the workplace. Strongly Disagree Disagree Unsure Agree Strongly Agree

15. Women do not advance to senior positions due to family commitments Strongly Disagree Disagree Unsure Agree Strongly Agree

16. There is a lack of opportunities for women to work on challenging assignments. Strongly Disagree Disagree Unsure Agree Strongly Agree

17. Women lack the skill and experience to reach senior management positions in the organization Strongly Disagree Disagree Unsure Agree Strongly Agree

18. Senior management is not involved in the responsibility of women advancement. Strongly Disagree Disagree Unsure Agree Strongly Agree

19. Men are not supportive of women in senior positions Strongly Disagree Disagree Unsure Agree Strongly Agree

20. Women support other women in the organization Strongly Disagree Disagree Unsure Agree Strongly Agree

21. Women support other women in higher bands. Strongly Disagree Disagree Unsure Agree Strongly Agree

22. Do you have a mentor?

23. If yes, what is the gender of your mentor?

24. Mentors can play a major role in your development. Strongly Disagree Disagree Unsure Agree Strongly Agree

25. It is difficult for women to find a suitable mentor in the work environment

Strongly Disagree Disagree Unsure Agree Strongly Agree

Strongly Disagree Disagree Unsure Agree Strongly Agree

26. Networking amongst women is not sufficient

27. Do you believe that the Women Development forum can provide women with the tools to assist them in their development

Strongly Disagree Disagree Unsure Agree Strongly Agree

Strongly Disagree Disagree Unsure Agree Strongly Agree

28. Networking amongst women could assist women in their development

Strongly Disagree Disagree Unsure Agree Strongly Agree

29. Women are not willing to take on new opportunities and challenges

30. Are you aware of Eskom's Flexible work practices policy?

Yes

31. If yes, do you believe that this policy is effective in assisting women in their work-life-family situation.

Strongly Disagree Disagree Unsure Agree Strongly Agree

32. There is a lack of sufficient and appropriate training that could assist women in their development and growth.

Strongly Disagree Disagree Unsure Agree Strongly Agree

33. Women display a leadership style that is different from the organisation's norm

Strongly Disagree Disagree Unsure Agree Strongly Agree

34. Women lack the skill and experience to reach senior management positions

Strongly Disagree Disagree Unsure Agree Strongly Agree

35. Men have difficulty in accepting women as their supervisors

Strongly Disagree Disagree Unsure Agree Strongly Agree

36. Gender equity has negatively impacted the morale of male staff

Strongly Disagree Disagree Unsure Agree Strongly Agree

37. Gender Equity appointees are competent to perform their job.

Strongly Disagree Disagree Unsure Agree Strongly Agree

Strongly Disagree Disagree Unsure Agree Strongly Agree

38. Gender Equity appointees are token appointments

39. Gender Equity target setting has resulted in increased tension between men and women in the workplace.

Strongly Disagree Disagree Unsure Agree Strongly Agree

40. Networking amongst men in Eskom has resulted in women being disadvantaged

Strongly Disagree Disagree Unsure Agree Strongly Agree

41. The organisational culture of Eskom values diversity

Strongly Disagree Disagree Unsure Agree Strongly Agree

42. Promotion opportunities are greater for men than women.

Strongly Disagree Disagree Unsure Agree Strongly Agree

43. Leadership skills of women better meets the organisations needs than the leadership skills of men.

Strongly Disagree Disagree Unsure Agree Strongly Agree

44. It is the job of the women to manage the home and the men to go to work.

Strongly Disagree Disagree Unsure Agree Strongly Agree

Strongly Disagree Disagree Unsure Agree Strongly Agree

45. Women are as successful as men in this organization.

46. There are certain jobs eg. engineering that are more suitable for men and other jobs eg. Human resources are more suitable to women

Strongly Disagree Disagree Unsure Agree Strongly Agree

47. Starting a family would inhibit career progression.

Strongly Disagree Disagree Unsure Agree Strongly Agree

48. Succession Planning is well planned and organised in Eskom

Strongly Disagree Disagree Unsure Agree Strongly Agree

49. Should there be any other issues regarding barriers women encounter in the workplace, kindly add your comments in the box alongside

THANK YOU FOR YOUR PARTICIPATION!