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A CONTRADICTORY CLASS LOCATION? AN EXPLORATION OF THE POSITION AND ROLES OF THE AFRICAN CORPORATE MIDDLE CLASS IN SOUTH AFRICAN WORKPLACES AND COMMUNITIES

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APPENDIX 1

University
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RACE AND REDRESS IN POST-APARTHEID SOUTH AFRICA
A CONTRADICTORY CLASS LOCATION: THE ROLE OF BLACK MANAGERS IN UNMAKING THE APARTHEID WORKPLACE REGIME

RESEARCHER: MMAMAGANG GEOFFREY MODISHA
SUPERVISOR: DR. ANDRIES BEZUIDENHOUT

BIOGRAPHICAL QUESTIONNAIRE

D. PERSONAL DETAILS

NAME……AGE……
……..

GENDER……

HOME LANGUAGE (s) (e.g. siZulu,
Sepedi)……

RELIGION……
……..

MARITAL STATUS……..NO. OF
DEPENDANTS……..

DO YOU LIVE WITH ANY MEMBERS OF EXTENDED FAMILY? Y/N

IF YES, HOW MANY?

D. FAMILY BACKGROUND

	OCCUPATION	LEVEL OF EDUCATION
FATHER..	……..	…….
MOTHER	……..	…….

NO. OF SIBLINGS…….

D. EDUCATION HISTORY

HIGH SCHOOL……..YEAR OF
GRADUATION…….

TERTIARY/VOCATIONAL TRAINING

NAME OF INSTITUTION MAJORS/QUALIFICATIONS	DURATION
1……. ……..	…….

2…… ……
……..
3…… ……
……..
4…… ……
……..

ANY ADDITIONAL EDUCATION (courses, certificates, etc – Fill in anything you remember)

D. <u>EMPLOYMENT HISTORY</u>

POSITION	EMPLOYER	DURATION
1……..	……..	
…….		
2…….	……..	
…….		
3…….	……..	
…….		
4…….	…….	
…….		
5…….	…….	
…….		

LEVEL OF MANAGEMENT…….....

SALARY SCALE (Please tick)

>5 000	
5 000 - 10 000	
10 000 - 15 000	
15 000 - 20 000	
20 000 - above	

SPECIAL HOBBIES, INTERESTS AND LEISURE……..…..

<u>INTERVIEW SCHEDULE</u>

<u>BACKGROUND INFORMATION</u>

1. How did you end up in this position?
2. What are your responsibilities and role as a manager in the company?
3. In terms of managerial hierarchy, what kind of decisions are you able to influence?
4. What is the breakdown by race and gender in the total management structure of your company (including senior executives)?

5. Do you think your company manages to achieve its employment equity goals? If any, what are the challenges involved in implementing these goals?

APARTHEID WORKPLACE REGIME

6. Do you think there are enough opportunities for black people to get promotion in the workplace?

7. Is there a difference in terms of performance between black and white people? Why?
8. How does the grading system facilitate or hinder occupational mobility for black people in the workplace?

9. Are there any differences in terms of remuneration between black and white people in your company?

10. Are there any differences in terms of benefits, such as car allowance, medical aid, etc. between black and white people in your company?

11. Do black people have equal voice as their white counterparts in influencing a decision-making in the company? Can you give me an example of a decision in which black people/person played a major role?

12. Do you feel a sense of obligation to treat black people differently in your workplace?

13. How do you react to the atmosphere and context of your workplace (discussed above)?

14. Where do you see yourself in five years from now?

FAMILY AND COMMUNITY

15. How did your family play a role in your career?

16. Is there any contribution you make to members of your extended family?

17. In most of the cases, society is seen as divided into the working class, middle class, and the upper class, where do you locate yourself and your family? Why?

18. How does high level of unemployment amongst black people affect you and your family?

19. How do people in your neighbourhood regard you?

20. How do people in your community regard you?

21. Are you involved in any activity in your community? Why?

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Researcher: Mmamagang Geoffrey Modisha
Supervisor: Dr.Andries Bezuidenhout

Interview schedule for Employers' Association

1. Can you briefly tell me about the history of your association?
2. What do you see as major changes in the industry in the past fifteen years?
3. How did these affect the operation of the industry?
4. What, if any, do you think are major obstacles for implementation of employment equity act in the industry?
5. How useful is MESERTA in facilitating the implementation of EEA in the industry?
6. Is there any way the broad-based black economic empowerment affects the sector's performance?
7. Is there anyway global challenges compromise the implementation of broad-based Black economic empowerment?
8. Does black ownership of companies facilitate proper implementation of affirmative Action and EEA?

APPENDIX 3

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Dear Mr…….

My name is Geoffrey Modisha. I am a research intern and co-ordinator based at the Sociology of Work Unit (SWOP) at the University of the Witwatersrand. We are conducting research on changes in the post-apartheid workplace, working towards a research report for the study conducted by the Human Science Research Council (HSRC) aiming to look at the extent to which the South African government achieves its vision of a non-sexist and non-racial society.

Within this broad topic, I work to complete a Master's degree research report provisionally entitled *A contradictory class location? The role of black managers in unmaking the apartheid workplace regime.* The aim of this report is to understand the experiences of black managers both in the workplace and communities and how these experiences impact on their agency as individuals. Two approaches, i.e. a random sampling approach and a snowball sampling approach are used to select two groups of a sample to help answering the questions about the position and role of black managers in South Africa.

You are one of the people we selected to get information around these issues of importance for the benefit of our country. I am currently conducting interviews and would like to request your availability for about 45-60 minutes to complete an interview schedule in an interview with me. Research findings will be reported on the basis of anonymity so as not to compromise any of the interviewees or his/her company. I would also be happy to make the final report available to those who participated in the study.

Should you require further information, please conduct Dr. Roger Southall at HSRC – Tel: 011 706 2762 or 082 339 7525, e-mail - rsouthall@hsrc.ac.za

Yours sincerely

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