

**"Negotiating gender minority –
Success strategies of women managers"**

The Questionnaire

PLEASE RETURN TO:

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THANK YOU VERY MUCH FOR PARTICIPATING! Should you prefer to fill out a form by e-mail/ fax or would you prefer to be interviewed personally (approximately 0,75h), please let me know. **Please remember that the statements do not reflect the opinion of the author. If you feel that some of the questions require too elaborate an answer please send the partially completed questionnaire back anyway. Every response counts!**

For researcher's use only:

Rev. C

Questionnaire No. ____, received __ / __ / ____

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PREFACE

The aim of this questionnaire is to collect qualitative data. Consequently we are most interested in comments regarding your personal experience or accounts of situations you have witnessed! The statements made in – for instance - section 3 of this questionnaire therefore merely serve to outline the discourse on aspects of equal employment opportunities and any additional comment you make is very welcome! For this purpose lined paper to comment on is attached to the questionnaire.

Data collected by this questionnaire is going to be used confidentially. Items already marked with an asterix are not going to be used in any form unless you specifically authorize it by ticking this line: _____. Should you prefer further anonymity, please specify. (e.g. by adding asterixes.)

1.0 Personal Details

**leave out any information that might be too sensitive even if handled confidentially*

1.1 Name/ Company*: _____

1.2 Age: _____

1.3 Last full-time training/
degree: _____

1.4 children (no./ age) _____

1.5 (un)married, etc.: _____

1.6 Which particular
trade/ industry do
you work in? _____

Please note: If you are currently not working (maternity leave, retirement, etc.) please state your highest ranking/ best paid job or the one most relevant to my area of study.

1.7 Would you characterize
your trade/ industry
as a male domain? yes/ no

- 1.8 workplace based in
(country/ city) _____
- 1.9 Total no. of
employees: _____
- 1.10 Position/
Job title: _____
- 1.11 How many women
occupy comparable
positions or above? ca. ___ of ___ (*total number of comparable positions*)
- 1.12 Have you ever had a mentor: no/ yes ---> male ___ / female ___
- 1.13 Have you been/ are you a mentor: no/ yes ---> male/ female protégé
If the answer to one of the last two questions is 'yes', please elaborate on back of page.
- 1.14 Are you a member of a
professional network (e.g. chamber of
architects, Women in Management etc.)?: no/ yes: _____
- 1.15 Is Membership exclusive to women? yes/ no
- 1.16 'Why did you join an all female network?'

(please enter or use space at back of page)
- 1.17 'How effective do you find it?'

(please enter or use space at back of page)

2. Preferred Gender Configurations in the Workplace

2.1 Who do you (or did you) prefer to report to? Why?

Please elaborate your response on back of page

man/ woman/ no preference

2.2 Do you have a gender preference regarding staff who reports to you? Why?

Please elaborate your response on back of page

men/ women/ does not matter

2.3 Which gender configuration do you prefer in teams? Why?

Please elaborate your response on back of page

mixed/ all male/ all female/ no preference

3.0 Are you in favour of affirmative action as a tool to achieve equal employment opportunities for women?

Which of the statements do you most agree with and **why?**
STATEMENTS MADE ARE EXAMPLES ONLY! ADDED ASPECTS VERY WELCOME! You will find a page for your comments attached to the questionnaire.

3.1 **(Answers relating to the following argument:) "Affirmative action is not reconcilable with the principle of equal rights":**

3.1.1 "Special treatment will reinforce the old gender stereotype of women as the 'weaker sex' and ultimately be counterproductive to the aim of achieving equal employment opportunities."

3.1.2 "Special treatment is going to cause so much male resentment that it will result in a backlash."

3.2 **(Answers relating to the following argument:) "Personality immanent female characteristics cause the low number of women in executive**

positions, therefore the question is, whether affirmative action is really necessary.'':

- 3.2.1 "I am living example that women can achieve executive positions without special treatment."
- 3.2.2 "The glass ceiling metaphor is a myth."
- 3.2.3 "The comparatively low number of professional women in executive positions is more likely due to any of the following reasons than the product of patriarchal oppression:
 - 3.2.3.1 "free lifestyle choices (e.g. having children)"
 - 3.2.3.2 "female characteristics that do not fit in well with executive positions, as women tend to be not go-getting enough, shy away from necessary confrontation etc."
- 3.3 **"Affirmative Action is not necessary, because being a woman in a 'men's world' might have some disadvantages, but it also has some advantages"**
(if you agree, please name advantages: e.g. "women are being noticed = remembered more easily than men, easier to gain profile", "women have less trouble finding mentors". etc.:)

_____ (please enter or use space at back of page)

- 3.4 **"Affirmative action will ultimately serve to undermine executive women's self confidence, since they can never be sure whether their success is due to personal achievement or merely based on their gender."**
- 3.5 **Sample statements in favour of affirmative action:**
 - 3.5.1 "Social justice in the form of **equal employment opportunities incl. equal pay will only be achieved by actively promoting the status of women**, at least for the time being, when women are a striking minority in executive positions."
 - 3.5.2 "I am in favour of Affirmative Action, because since **women themselves are not immune to stereotypes** characterizing them as 'inferior' they have been so absorbed into office culture, that even women themselves are often not conscious of the discrimination against them."

3.5.3 "I am in favour of Affirmative Action, because stereotypes characterizing women as 'weaker' have been absorbed by women to an extent that **their view of themselves has suffered**. Therefore measures need to be taken to reinstate women's sense of themselves and help them gain self-confidence."

4.0 If you have experienced or witnessed affirmative action, please describe the type of action taken and the - positive or negative - outcome

(please use back of page for further comment)

5.0 Are there kinds of affirmative action you find agreeable while you consider others unacceptable? *(e.g. you might find eliminating gender discriminating language and content from company guidelines or establishing Affirmative Action Resource Units in larger companies useful measures whilst considering female quotas for executive positions unacceptable because ...)*
