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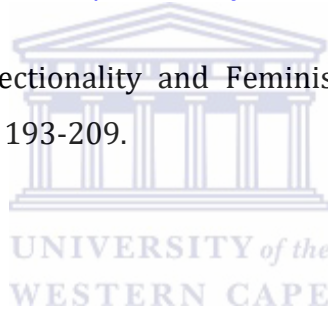
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APPENDICES



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FACULTY OF ARTS

INFORMATION SHEET

My name is Thembelihle Bongwana. I am a 30 year old female student from the University of the Western Cape doing my Masters Research in Gender and Women's Studies. I will be doing a study titled ***Gendered Dynamics in South African Astrophysics: A Case Study of the South African Astronomical Observatory***. Your involvement is therefore very crucial for the fulfillment of my degree requirements, and for seeing this study through. My study will be focusing on women in the field of astronomy and/or astrophysics, focusing primarily at the South African Astronomical Observatory (SAAO) as study site, Western Cape. The study will look into interviewing 3 women between May to June 2016.

Women still remain marginalized when it comes to key decisions and high positions within academia, politics, in the economy etc. and patriarchy within institutional structures. This trend seems persistent even though we have a number of endorsed policies that are geared at promoting women, and major organisations that have tried mainstreaming gender within their work programmes. A study on institutional culture will lead to deeper understanding of the nuances of gendered power relations, particularly those that are oppressive in nature.

As someone with a Social Science background, I am interested in understanding how inequalities manifest, are perpetuated or dealt with within this particular discourse by studying the astronomical institutional culture, women and the positions they occupy.

For further details or queries relating to the study please contact person(s) below;

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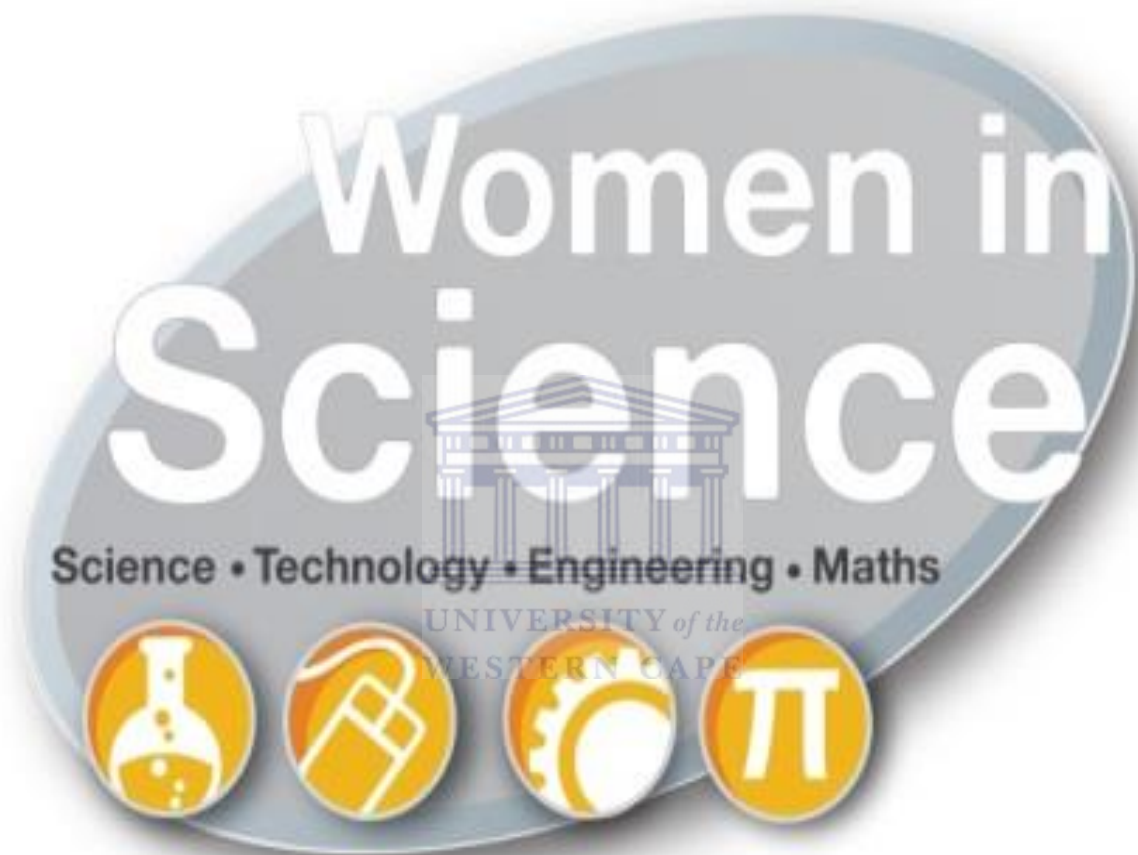
UNIVERSITY of the
WESTERN CAPE

SAAO

PARTICIPANT

INTERVIEW

QUESTIONS



Gendered Dynamics in South African Astrophysics: A Case Study of the South African Astronomical Observatory (SAAO)

INTRODUCTION

PERSONAL DETAILS & RESPONSIBILITIES

- What is your name, age, and where do you live?
- What is your position at the SAAO?

INSTITUTIONAL CULTURE & HIERARCHIES

- What is particularly important to you in your organisational culture?
- Do you see any differences between values and standards for men and women?
- Is there something like a specific masculine or specific feminine culture?
- Do you see any hierarchies that exist, and if so what hierarchy levels are there?
- Are men and women represented on the same levels? Full time, volunteers, executive etc.

INSTITUTIONAL ANALYSIS

- In your opinion and within this organisation, would you say there different organisational relations between men and women?
- Are there set working hours and are they applicable to everyone?
- If not, who gets affected by them more? Men or women? And are they at the same or different levels?
- Who designs the institution's work plans and programme activities and would you say these plans are inclusive and takes both men and women equally into account? Please explain your answer?

GENDERED DYNAMICS: LEISURE AND SOCIAL EVENTS

- How would you describe social interactions in this field?
- What are the social relations like during lunch times?
- Do men and women interact together or are there gendered divisions even during lunch?
- What is normally spoken about in tables during lunch?

STAFF EXPERIENCES

- What experiences can you share about male and female staff representation in this space?
- What differences between men and women have you analysed? You may draw on staff relations or general perspectives.

Ethics Statement

While carrying out this research I will observe the highest possible ethical standards. The University of the Western Cape's code of Ethics guidelines from the Humanities and Social Science Research Committee will be used and attached to the appendices section. The Ethics Guidelines are there to inform participants of their rights, and to guide the researcher's method of the correct and ethical way of doing research. For all participants to be interviewed, I will ensure that each person has a copy that they have read and understood before allowing them to sign their consent forms and that they all understand what they are consenting to. Participants will receive an *information sheet* with a *consent form*. It is imperative that participants are informed of their rights from the onset and the intent of the study they are involved in, and the protection of their identities. Thus, I will strive to maintain anonymity by protecting and concealing their identities, and instead issue pseudonyms for subjects. All recorded audio tapes of interviews shall be destroyed after submission of thesis with all transcripts stored and secured in a place of safety.

Researcher: T. Bongwana

