Affirmative action for women in higher education and the civil service: The case of Ethiopia
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Annex 2: Questionnaire

Part I: General

1. Sex
2. Age
3. Level of Education
4. Mark on the box that fits your position
   - Parliamentarian
   - Student
   - Instructor
   - Civil Servant
   - Justice Department
   - Others Specify

Part II Questions related to understanding and relevance

5. How do you understand the phrase “Affirmative action”?

6. Do you believe that affirmative action for women is necessary in Ethiopia? If yes, Why? If No, Why not?

7. Do women have equal opportunities as men with regard to access to education and job opportunities in your region? If No, Why not?

8. Should affirmative action be given to all women regardless of their income, geographical location, prior discrimination etc? If Yes, Why? If No, Why not?

9. Do you support the current affirmative action programs in education and employment sectors? If No, Why not?

10. Why do you think that women are more vulnerable to unemployment in your region?

11. Do you think that the rationale behind affirmative action for women reflect the present social realities? If No, Why not?
12. Do you think that lifting barriers to educational and job opportunities is enough to attain equality of the sexes? If No, Why not?

…………………………………………………………………………………………

13. What is affirmative action for you?
   a. It is a right
   b. It is a support or help
   c. It is a gift
   d. Others, Specify

14. Why do you think that women are entitled to affirmative action?
   a. To rectify the effects of prior discriminatory acts
   b. Because they are weak and incapable
   c. To bring gender equality
   d. A and C are answers

15. Affirmative action is:
   a. A new concept
   b. It was practiced in our culture
   c. If your answer is ‘b’, please give examples of customary practices that gives affirmative action for women in your culture

16. What is the best way to bring gender equality?
   a. Lifting all the barriers against women
   b. Providing affirmative action
   c. Repealing discriminatory laws
   d. All of the above

Part III Questions related to effectiveness

17. Do you believe that beneficiaries of affirmative action are equally competent as other candidates? If Yes, Why? If No, Why not?

…………………………………………………………………………………………

18. Is affirmative action for women being implemented effectively in your institution? If No, Why not?

…………………………………………………………………………………………

19. Since when has increased women’s participation in education and employment in your institution? Why do you think is the reason?

…………………………………………………………………………………………

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20. How does your institution implement affirmative action programs for women?
   Fully…….Broadly…….Partly…….Never implemented………………
   I do not know……………

21. Should beneficiaries of affirmative action programs for women be chosen from among equally qualified candidates? If Yes, Why? If No, Why not?
   ...................................................................................................

22. Don’t answer this question if you are not a female. Do you consider yourself as victims of prior discrimination against women in the educational system or in the employment sector? If Yes, Why? If No, Why not?
   ...................................................................................................

23. Who is responsible to monitor and evaluate affirmative action programs implemented in your institution?
   a. Human resource department.........................
   b. Women’s affairs department.........................
   c. Senior officials............................................
   d. I don’t know..............................................

24. How often are affirmative action programs implemented in your institution being monitored and evaluated?
   a. Regularly.................................
   b. Sometimes.................................
   c. Not at all.................................
   I don’t know.................................

25. What kind of affirmative action is more relevant to bridge the gender gap?
   a. A quota system............................
   b. Setting a goal and timetables..................
   c. I don’t know.............................

26. Does your institution hire less qualified women than more qualified men?
   ...................................................................................................

27. Is there sufficient pool of women candidates for advertisement of a job in your institution? If your answer is No, Why not?
   ...................................................................................................

Part IV Questions related to challenges
28. Women are given adequate priority as beneficiaries of affirmative action programs. What is your response to this statement?
29. Please give your reasons for your response in question No. 28.
                                                                                          
30. Do you believe that there is institutional commitment to implement affirmative action? If your answer is No, Why Not?
                                                                                          
31. What is the attitude of your male colleagues when women become beneficiaries of affirmative action programs?
                                                                                          
32. Please answer this question if you were benefited from the program. How do you feel on becoming beneficiaries of affirmative action programs?
   a. Low-self esteem                      
   b. Being stigmatizes                    
   c. Positive self-image                  
   d. Nothing                             

33. Why do you think is the reason for your uncomfortable feeling on becoming beneficiaries of affirmative action programs?
                                                                                          
34. Are there any grievance procedures for those women who were dissatisfied with the implementation of affirmative action in your institution?
                                                                                          
35. What do you think is the main challenge for the unsuccessful implementation of affirmative action programs in your institution?
   a. Lack of enabling laws             
   b. Lack of coordination              
   c. Lack of acceptance/commitment      
   d. Lack of resources                  
   e. Lack of appropriate bodies/leadership 
   f. Others, please specify