

29 January 2025

Ms Zaakirah Green  
Faculty of Economics and Management Sciences  
University of the Western Cape  
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[mduplessis@uwc.ac.za](mailto:mduplessis@uwc.ac.za)

Dear Ms Green

**RE: PERMISSION TO CONDUCT RESEARCH**

Gatekeeper's permission is hereby granted for you to conduct research at the University of KwaZulu-Natal (UKZN), towards your postgraduate studies, provided Ethical clearance has been obtained. We note the title of your research project is:

*"The influence of empowering leadership employee empowerment and institutional climate on organizational commitment within the Higher Education sector in South Africa."*

It is noted that you will be constituting your sample as follows:

- With a request for responses on the website. The questionnaire and/or request for responses to "interview questions" must be placed on the notice system <http://notices.ukzn.ac.za>. A copy of this letter (Gatekeeper's approval) must be simultaneously sent to ([ramkissoob@ukzn.ac.za](mailto:ramkissoob@ukzn.ac.za)).

Please ensure that the following appears on your notice/questionnaire:

- Ethical clearance number;
- Research title and details of the research, the researcher and the supervisor;
- Consent form is attached to the notice/questionnaire and to be signed by user before he/she fills in questionnaire;
- gatekeepers approval by the Registrar.

You are not authorized to contact staff and students using the 'Microsoft Outlook' address book. Identity numbers and email addresses of individuals are not a matter of public record and are protected according to Section 14 of the South African Constitution, as well as the Protection of Personal Information Act. For the release of such information over to yourself for research purposes, the University of KwaZulu-Natal will need express consent from the relevant data subjects. Data collected must be treated with due confidentiality and anonymity.

Yours sincerely



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**Mr MA TUFTS**  
**Director Governance & Administration**

**Office of the Registrar**

**Postal Address:** Private Bag X54001, Durban, 4000, South Africa

**Telephone:** +27 (0)31 260 7971 **Email:** registrar@ukzn.ac.za **Website:** www.ukzn.ac.za