

## OUR PEOPLE



**Professor Linda Richter**  
**Executive Director, Child, Youth, Family and Social Development (CYFSD)**

PhD, University of Natal

*Social science that maximises human potential and advances the rights of vulnerable populations*

The programme promotes human and social development through high quality, interdisciplinary, applied research. We create knowledge to assist in the design, implementation and evaluation of policies and programmes for a better life for all South Africans, the people of Africa and in the rest of the world.

Our research addresses challenges arising from inequality, poverty, violence, HIV/AIDS and other causes of distress and deprivation. We emphasise the ways in which context, policy and politics shape and distribute life chances. This involves protection from risk, vulnerability and deprivation through a range of interventions including social security.

Specifically, our research focuses on:

- **Childhood:** we stress economic, educational, biological, psychological and social determinants that demonstrate the importance of early childhood to personal and national development, especially in South Africa and other African countries. Our focus includes poverty, nutrition, early childcare, child maltreatment prevention, vulnerability associated with HIV/AIDS and indicators of early child development.
- **Youth:** we seek to develop an evidence-based approach to understand the needs of young people in South Africa and the continent more broadly. We research the resources available to young people, their openness to the future, their capacity to cope with rapid change and to participate in civic life, and challenges they face such as access to good quality work-oriented education, employment and health services.
- **Families:** we focus on ways of combining work and home for men and women, on care giving by services and home care, on fathering and on relations between generations. We also research families in the policy context, studying areas such as the impact and effectiveness of social grants and housing provision, and the importance of family-oriented services.
- **Social development and wellbeing:** we investigate factors associated with health and wellbeing, particularly maltreatment and abuse, crime and violence, mental health and substance abuse. We also focus on inclusion in wider societal processes and we seek to highlight and address issues that lead to exclusion whether it is through disability, stigma or other factors.
- **Excellence:** we strive to build excellence in our programme through our networks and partnerships and as consultants to national and international organisations. While we conduct most of our research in South Africa, we have an extensive network of long-standing national, regional and international collaborators. In addition, CYFSD researchers publish widely in peer-reviewed academic and professional journals as well as scholarly books.



**Dr Kwandiwe Kondlo**  
**Executive Director, Democracy and Governance (D&G)**

PhD, University of Johannesburg

*Committed to democracy, justice and human rights*

Our programme examines the 'big questions' confronting democracy, not just in South Africa but the whole African continent and globally.

We aim to provide research, data and information that will enhance the developmental and socioeconomic impact of democratic advancement through a focus on the following thematic research thrusts: society, culture and identity; institutions and democratic transformation; economic development and social justice.

In delivering on the HSRC's broad mandate and to meet the demands of society, we employ diverse disciplines in an attempt to explain current issues, generate rapid responses, undertake longitudinal studies, achieve academic excellence, and leverage partnership networks.

As a key national resource for independent strategic thinking and as a knowledge hub, the focus areas of the programme consist primarily of research, analysis and advocacy that aims to achieve the following:

- monitor, evaluate and inform legislation, policies, strategies, and the efficiency and efficacy of public administration, service delivery, governance structures and systems;
- assess the practices of and intersection between the state, multilateral institutions, development agencies, private bodies and civil society; and
- inform robust public debate.

The programme's research interests are driven by a normative commitment to the values of the South African Constitution, namely: citizenship, democratic ethical standards in public life, equality (in terms of race, gender and class) and overcoming the apartheid legacy. This includes basic, theoretical and historical research that speaks to the nature of the state generally, and to the South African state particularly.

OUR PEOPLE



**Dr Vijay Reddy**  
**Executive Director, Education, Science and Skills Development (ESSD)**

DEd, University of Durban-Westville

*Research that skills the nation*

The research focus of ESSD spans three major social domains: education, the world of work; and science and innovation studies.

- The education domain involves research on primary, secondary and tertiary education and its research focuses on access, quality, relevance and equity in education.
- The world of work encompasses research on labour markets, skills and human resource development and in this way seeks to address the key national imperatives of improving equitable access to skills acquisition, increasing employment opportunities and sustaining economic growth.
- Research conducted on science and innovation examines the link between innovation and social and economic development in comparison with other late-comer economies in Asia and Latin America.



**Professor Leickness Simbayi**  
**Executive Director, Social Aspects of HIV/AIDS and Health (SAHA)**

DPhil, University of Sussex

*Research to inform HIV/AIDS prevention, care and impact mitigation*

We undertake cutting-edge research that contributes to public policy formulation and programme development in order to improve service delivery. The programme is a national and regional centre of research excellence with a reputation for undertaking innovative research on the social aspects of HIV/AIDS and health.

Our research goes beyond medical interventions and strives to address health problems at their source, namely at the social and population level. It has three primary goals, namely:

- to conduct research that is policy relevant and responds to current challenges facing South Africa;
- to conduct assessment, monitoring and evaluation of programmes that aim to improve the lives of all South Africans; and
- to foster collaboration in multi-country research as well as promote the dissemination of scientific information amongst various stakeholders throughout Sub-Saharan Africa.

Our major areas of research include:

- second-generation HIV surveillance at national, community and economic sector level including looking at epidemiological trends;
- applied epidemiological and social and behavioural research including development and evaluation of theory-based behavioural interventions to inform both national and regional responses to the HIV epidemic;
- health promotion through theory-driven, efficient and culturally-competent health promotion research-based interventions;
- programme evaluations;
- qualitative research using ethnographic and focus group methods; and
- social determinants of health in general, especially of non-communicable or lifestyle diseases and among the elderly.

OUR PEOPLE



**Dr Anil Kanjee**  
**Executive Director, Centre for Education Quality Improvement (CEQI)**

DEd, University of Massachusetts, Amherst

*Improving social and economic development through quality education for all*

With education being a national priority, the Centre was established to provide research support to government and other key role-players (teachers, parents, learners, NGOs, donors) in informing decision-making processes when implementing relevant and effective strategies that could improve education quality at all levels of the system.

The primary objectives of CEQI are to:

- Develop relevant cost-effective policy options that have demonstrated impact for improving education quality, particularly for the poor and disadvantaged learner;
- Undertake policy-relevant research to enable and support policy-makers and key stakeholders at all levels of the system to make informed and evidence-based decisions about effective strategies for improving quality of education;
- Engage in evidence-informed policy dialogue processes among different stakeholders, to share and disseminate information and ideas about good practice to improve the quality of education in South Africa; and
- Facilitate the exchange of ideas among local and international experts and decision-makers working in the field of education quality.



**Dr Udesch Pillay**  
**Executive Director, Centre for Service Delivery (CSD)**

PhD, University of Minnesota

*Rolling back poverty in southern Africa*

The Centre undertakes scientific research towards understanding and explaining the dominant trends in service delivery provision, which is critical for human development, as is analysing and generating practical solutions to problems of planning and administration.

In formulating strategies - through a series of 'demonstration' projects - to help mitigate the service delivery problems in South Africa, we work to fulfil the following key objectives:

- to conduct scientific research into the nature of and key trends in South Africa's system of service delivery;
- to undertake action research to diagnose and address service delivery challenges;
- to undertake local case studies in which various approaches to improving service delivery are assessed, modelled and alternatives considered through a number of pilot interventions; and
- to provide practical conclusions and solutions to the continuing problems of achieving universal access, sustainable services and quality services.

Working in multidisciplinary teams and using a systems approach, we test multiple service delivery interventions in a series of localised pilot studies at 'demonstration sites', making possible evidence-based determinations of what works and what does not.

Recommendations from the localised case studies will relate to, for instance, how inter-governmental relations need to be structured to optimise implementation; how budgets need to operate; how capacity development can be achieved and enhanced; and how the users (also called 'clients' or 'citizens') need to be understood and mobilised to optimise service planning and delivery.

Our research approach is 'implementation-oriented', in which the central research team works closely with multi-stakeholder reference groups and implementation networks. The work of CSD raises the prospects of partnerships with locally based research institutions, as well as research agencies in other parts of Africa.

## OUR PEOPLE



**Dr Miriam Altman**  
**Executive Director, Centre for Poverty, Employment and Growth (CPEG)**

PhD, University of Manchester

*Innovative employment strategies*

Our central objective is to identify clear scenarios and strategies to halve unemployment and poverty by 2014 on a sustainable basis. Through roundtable dialogue, scenario building and thematic research, the Centre has successfully drawn together top decision-makers to concretise forward-looking and innovative ideas. The path and policy complements required to achieve any one of these scenarios are identified alongside their political, financial and bureaucratic implications, which are then put to policy-makers, stakeholders and experts for dialogue and debate. This initiative deepens policy conceptualisation in terms of employment dynamics, and validates existing policies or identifies possible policy gaps by testing the potential employment impact of current policy thrusts.

It also supports decision-making in terms of employment promotion and poverty reduction as part of government's growth strategy, and deepens dialogue on employment policy among central decision-makers and in civil society. A number of research projects support the employment scenarios initiative.

Our central themes include:

- Strengthening employment orientation of South Africa's growth and development path; Developing methodologies and indicators to determine the long term structural path.
- Strengthening network industries contribution to growth and employment, with a special emphasis on transport and energy.
- Employment oriented industrial strategies, with a special emphasis on services and newer industries, and on generating employment through procurement.
- Labour market dynamics, currently with a special emphasis on youth and on migration.
- Migration and settlement patterns, with an emphasis on service delivery and on economic participations.
- Food security and poverty reduction
- Public employment strategies and programmes, with a special emphasis on early childhood development services aimed at children under five.
- The contribution of the 'social wage' to ensuring decent living standards of working people.



**Professor Demetre Labadarios**  
**Executive Director, Knowledge Systems (KS)**

PhD, University of Surrey

*Harness organisational information to do new things*

We undertake primary and secondary research on science and technology, innovation, socio-economic and governance issues, and on the social and environmental determinants of nutrition, which enables evidence-based decision-making by our clients.

We work with external clients, HSRC research programmes, and, through various networks to build complementary expertise in Africa.

Our key areas of research comprise the Centre for Science, Technology and Innovation Indicators (CeSTII), Centre for Socio-Economic Indicators (CSEI) and the Centre for the Study of the Social and Environmental Determinants of Nutrition (CSSEDN).

The principal activities of these sections involve:

- designing, implementing and analysing quantitative and qualitative data of national surveys in the science and technology, innovation, socioeconomic and cultural landscape, and the nutrition domains;
- analysing primary and secondary data with the aim of creating national composite indicators for policy planning and international benchmarking; development and application of indicators (from input to impact), and innovative participatory monitoring and evaluation methods;
- compiling spatial data sets to provide a comprehensive picture of South Africa's first and second economies;
- conceptualising and implementing project, programme and strategic evaluations for external clients and the promotion of monitoring and evaluation within the organisation ;
- contributing to the knowledge of good practice and management strategies of the HSRC; and working with peers across the African continent and internationally to promote social scientific research, grow capabilities and share knowledge and experience across our fields of expertise.



## OUR PEOPLE



**Dr Temba Masilela**  
**Executive Director, Policy Analysis and Capacity Enhancement (PACE)**

PhD, University of Iowa

*Knowledge before decision*

The Policy Analysis and Capacity Enhancement (PACE) cross-cutting programme focuses both on generating evidence and on playing a brokerage role between policy research and evidence-informed policy making. Our agenda responds to the social priorities of our country and our continent.

We conduct analysis that informs socio-economic and cultural issues, interrogate administrative datasets, assess the impact of policies and programmes, make appropriate and practical recommendations, and provide platforms for policy dialogues between researchers, policy makers and civil society policy activist.

PACE also has a mandate to nurture and assist in increasing the pool of young researchers working in the social sciences and humanities. Our work is organised around the following thematic areas: social and economic protection; gender and poverty reduction; the developmental state; culture, identity and social cohesion; social and economic innovation; outcome and process evaluations; capacity enhancement; and the Centre for Africa's Social Progress (CASP).

Our mission is to:

- Perform a brokerage role between policy research and evidence-informed policy making;
- Perform a synthesis role in providing systematic reviews of policy related research on identified topics and conducting secondary data analysis;
- Perform a capacity building role in enhancing the research competencies of staff and enlarging the pool of humanities and social science researchers in the country
- Convene seminars/forums and stimulate policy dialogue and contestation around key policy issues; and
- Disseminate policy research information through, among other channels, HSRC Policy Briefs and a research-policy nexus portal ([www.pan.org.za](http://www.pan.org.za)).



**Ms Audrey Ohlson**  
**Chief Financial Officer, Support Services (SS)**

BTech, Internal Audit, University of South Africa

*Supporting the research activities of the HSRC*

Support Services contributes to the mandate of the HSRC by providing the required physical and institutional infrastructure and accompanying services in a timely, effective, cost-efficient and user-friendly manner.

It comprises the following directorates: Finance, Supply Chain Management, Human Resources, Information Technology, Information Services, Legal Services, Risk and Compliance and Operations.

The year under review heralds the further consolidation of these components and has achieved continuous improvement in all its activities through the implementation of various projects aimed at integrating processes and systems.

During the 2008/09 financial year, SS achieved the following:

- improving human resource-related electronic systems by consolidating and integrating salary and human resource systems;
- adopting and revising policies in accordance with good governance principles, spearheaded by the chief financial officer with the approval of the HSRC Board;
- improvements in the IT infrastructure by trebling, and in some cases quadrupling, bandwidth between the offices, deploying new file servers in the regional offices, improving network performance in the Pretoria office, and installing new software to maintain, manage and monitor network performance on a pro-active basis;
- infrastructure expansion and improvement in the Port Elizabeth and Mthatha offices, and upgrading the office in Sweetwaters; and
- rolling out data curation throughout the organisation to improve the preservation and management of data collected during research endeavours.

SS provides a springboard for the initiation of the re-engineering and definition of new business processes to facilitate the design of an integrated business architecture model that will promote organisational performance and enhance delivery.