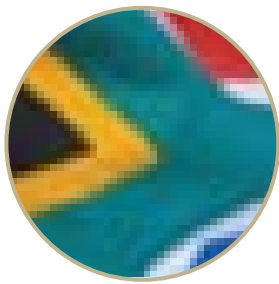


The bigger picture



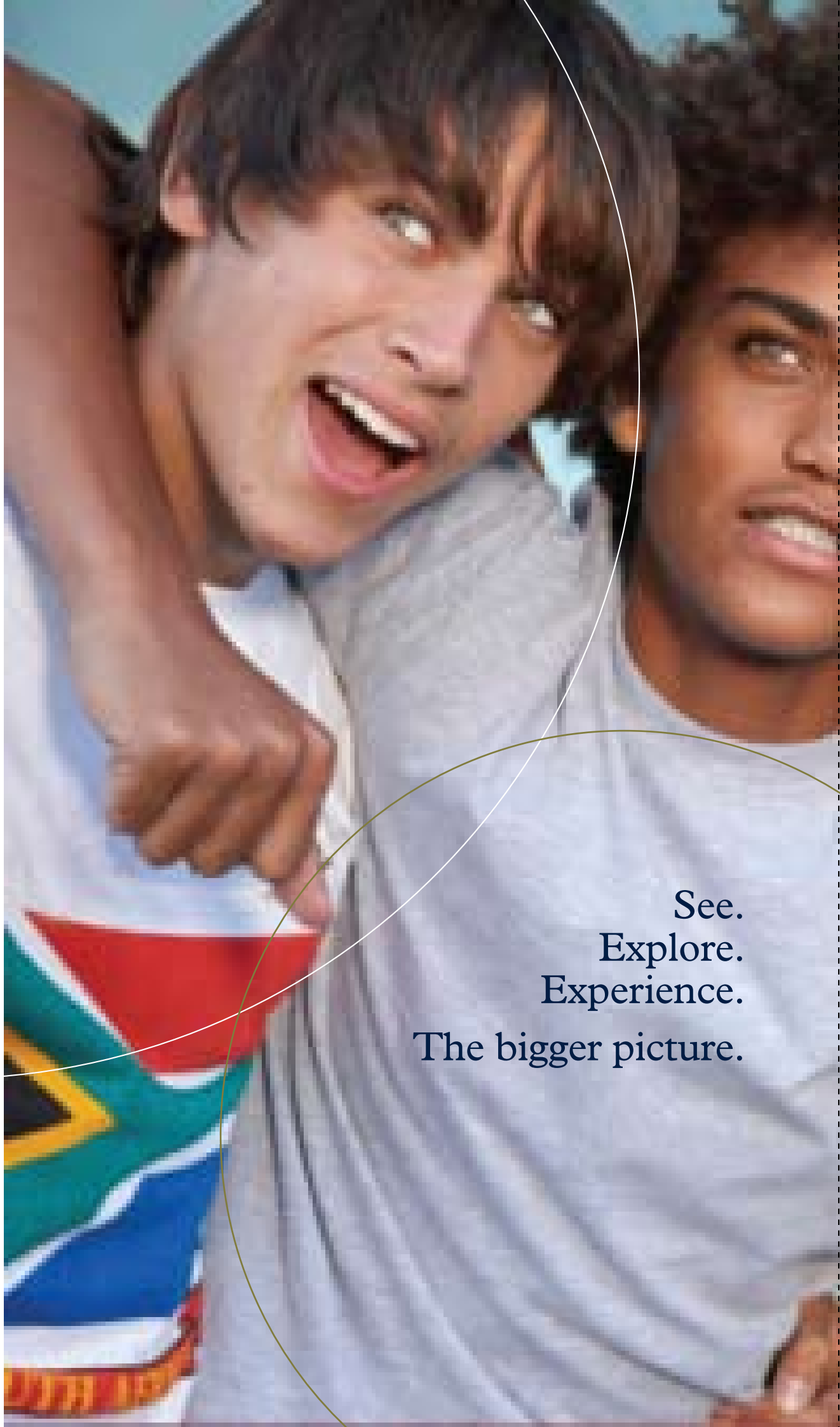
ANNUAL REPORT 2009-2010

We focus our efforts on cutting-edge research to generate critical and independent knowledge relative to all aspects of human and social development.

Because we are scientists.

We bridge the gap in context between research, policy and action to make a difference.

Because we are human.



See.
Explore.
Experience.
The bigger picture.



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Mission

The HSRC is a research organisation that advances social sciences and humanities for public use.

Vision

The HSRC intends to serve as a knowledge hub for research-based solutions to inform human and social development in South Africa, the African continent and the rest of the world.

THE CHAIR OF THE BOARD

The HSRC: a credible and professional research institution

Phumelele Nzimande



The new HSRC Board, which I am privileged to chair in the interim, was appointed by the minister of science and technology from a list approved by parliament following a rigorous selection process in accordance with the statutory provisions of the Human Sciences Research Council Act of 2008 (Act 17 of 2008).

The board, which took office as of 1 November 2009, consists of highly qualified individuals with whom I am proud to serve. They bring to the board a diversity of experience and expertise that will serve as a valuable resource as well as provide nurturing leadership for the HSRC.

The new board replaced the previous board chaired by Professor Jakes Gerwel – of which I was privileged to be a part – which exercised supervision over the functioning of the HSRC for the larger part of the period covered in this annual report. It is therefore appropriate that I begin by paying tribute to Professor Gerwel and his colleagues on the board for their exemplary stewardship, enabling us to inherit a sound and vibrant organisation.

The board is also heartened by the warm welcome, the comprehensive briefing and the unstinting support it has received from Dr Olive Shisana, chief executive officer of the HSRC, and her executive colleagues as well as from the rest of the HSRC staff. We are encouraged by the collegiality, dedication and good governance that typify the HSRC's institutional culture, and look forward with confidence to continued good relations and co-operative interaction within the HSRC during the rest of the board's term.

In terms of the law and generally accepted practice, the HSRC Board is charged with fiduciary responsibility which has been defined as the duty of care. The duty of care encompasses inter alia:

- The board's obligation to be familiar with the vision, mission and statutory mandate of the organisation;
- Approving and monitoring the organisation's programmes and services, and ensuring that they remain true to the vision, mission and mandate;
- Ensuring that the organisation has adequate resources, and that these are managed effectively and in accordance with PFMA requirements;
- Ensuring that the organisation is in compliance with statutory requirements and reporting obligations;
- Helping to enhance the organisation's public image; and
- Ensuring that there are proper processes in place for assessing the performance of the organisation, including the board's own performance.

It is now my pleasure to review the state of the HSRC during 2009/10 in the context of the board's duty of care.

The HSRC's vision and mandate

The board is cognisant of the HSRC's vision to "serve as a knowledge hub where research-based solutions to human and social problems are developed" and its statutory mandate to conduct high-quality research in order to improve understanding of social conditions and the processes of social change. Following the recommendations of the 2003 institutional review and the enactment of the new HSRC Act of 2008,

this mandate has come to be understood as well in the context of conducting research “to serve the public purpose.”

In all these contexts, the HSRC has focused its research on urgent developmental issues such as poverty, employment and economic development; HIV/AIDS; education and training; and issues relating to the social and developmental challenges confronting children, youth and families. The HSRC has further focused on the investigation of public policy with a view, in the words of the act, “to inform the effective making and monitoring of policy, the evaluation of its implementation” and the facilitation of public debate. Research in this area has often been welcomed and even solicited by government departments with a public service responsibility.

A well-managed organisation

The board exercises oversight in the management of financial resources and other assets of the HSRC through its audit and risk; finance; and human resources and remuneration committees. It interrogates and approves budgets submitted by the executive management, and reviews external audits by the Auditor-General of South Africa. The board is pleased with the competent and transparent manner in which the HSRC has managed its resources, with effective and efficient internal controls, and with the attention it has given to risk management through its risk management forum and the risk management committee.

The executive management has exercised its delegated authority and functions in terms of Section 56 of the PFMA with fitting responsibility and accountability. Much as the application of PFMA requirements may sometimes seem like an unwelcome intrusion into the business of research, the PFMA remains the law of the land and is intended to protect both the institution and its staff. We are pleased that the Auditor-General of South Africa has once again given an unqualified audit opinion to the HSRC, confirming our view that the HSRC is a well-managed organisation.

Generating sufficient revenue to cover current operations as well as enable the initiation of new projects, is a constant challenge for research organisations all around the globe. The HSRC has continued to receive increasing support from parliament, thanks to the indispensable support of the minister and department of science and technology.

At the same time, the organisation has put a lot of effort into attracting external funding through national and international contracts and grants. These two income streams, along with the HSRC’s own entrepreneurial revenue from rental income – such as rendering an own cafeteria and the sales of publications – helped ensure that the HSRC remained in a sound financial position and continued to be a going concern.

During the year under review, the HSRC was managed in accordance with good corporate practice and in compliance with statutory and other agreed reporting obligations. In its operations, it adhered to the strategic and business plans approved by the board. The HSRC concluded a shareholder’s compact with the minister of science and technology as the executive authority, representing a compact between the minister and the board regarding the mutual undertakings and expectations by the respective parties. The HSRC fulfilled the undertakings, outputs and outcomes pledged to the minister with regard to its programmes and activities, and the minister and department of science and technology honoured their undertakings to the HSRC. The HSRC produced and submitted the required periodic reports, and full compliance was maintained throughout the period under review.

The HSRC’s public image and credibility

As a newly established board, we have been delighted to note the positive public image and credibility the HSRC enjoys in the professional sphere and in the public domain. One piece of evidence to the board of the high esteem the HSRC commands as a research institution, is its ability to attract an increasing number of research commissions from a wide variety of clients within South Africa and internationally. In this regard the board notes that in 2009/10, internationally-sourced funding constituted the larger part of its external non-parliamentary revenue. HSRC research is frequently featured in print and electronic media, attesting to its public credibility and social relevance. HSRC researchers are regularly sought after as speakers at national and international conferences, and as expert commentators on health, the economy and public affairs on radio and television. They are also regularly solicited as consultants and advisors to government ministers and departments, and to the Presidency. We particularly treasure the fact that our stakeholders respect us both as partners and for our rigour and critical thought.

The positive image and credibility of the HSRC can be credited not only to the professionalism and delivery of excellent human sciences research by its staff, but also to effective and inventive marketing and knowledge dissemination strategies. The HSRC engages with a broad range of stakeholders as well as the public-at-large through the diverse efforts of its corporate communications department, to convey research output in an accessible form in order to promote the public understanding of scientific evidence. On the professional side, the HSRC Press – the largest non-commercial academic press in South Africa and arguably on the African continent – publishes books by HSRC and non-HSRC researchers that are distributed globally. HSRC Press publications are also published for free online, and audits show that the electronic versions reach a large and growing global readership.

Institutional performance

The HSRC monitors its institutional and research programme performance according to a set of indicators approved by the board and agreed with the minister in terms of the shareholder's compact. The HSRC has reporting obligations on performance to the board; the department of science and technology; and the National Advisory Council on Innovation. The board has reviewed the performance outcomes for the year 2009/10, and is pleased to note that the HSRC either achieved or exceeded the majority of the targets agreed in the business plan. The details of the achievements are reflected elsewhere in this annual report, but the board is pleased to note that staff attrition, a worrying indicator in the preceding years, is showing signs of slowing down. The board congratulates the HSRC on its overall performance over the years.

I would like to conclude by expressing my appreciation to the parliamentary portfolio committee and the minister of science and technology for deeming us fit to be appointed to serve on the board of this important organisation. I would also like to express my gratitude to the donor community for its support; to Dr Olive Shisana, HSRC CEO, for facilitating a smooth transition from the old to the new board; and to the HSRC staff and all those who have contributed to a successful year for the council.



THE CEO

MESSAGE FROM

Understanding and addressing social development challenges through research

Dr Olive Shisana

The HSRC Act of 2008 sets as one of the objects of the HSRC “to respond to the needs of vulnerable and marginalised groups in society by researching and analysing developmental problems, thereby contributing to the improvement of the quality of their lives.”

Accordingly, during the 2009/10 financial year, the HSRC continued to conduct research into the leading developmental challenges facing South Africa, the mother continent, and the rest of the world. Altogether, there are about 160 research projects underway on themes relating to social development. The knowledge generated from this work promotes better understanding of these challenges, enables the formulation of evidence-based strategies to redress them, and informs related public policy. In this message, I would like to share some of the areas targeted for research by the HSRC, as well as research highlights during, and in the run-up to, the year in review.

HIV/AIDS is universally acknowledged as a massive peril to the health of the population and to socioeconomic development in South Africa, the African continent and the world, and its containment is identified as a global threat among the Millennium Development Goals. Over the years, the HSRC has acquired a national and international reputation for its research in this area. The HSRC’s *South African National HIV Prevalence, Incidence, Behaviour and Communication Survey*, conducted triennially to track the epidemic and investigate social and

behavioural practices and attitudes, has become a prime reference source for researchers, policy-makers and practitioners in the region and around the world. On 9 June 2009, the HSRC officially unveiled the results of the third survey in a handover ceremony to the minister of health.

This survey disclosed some hopeful signs as well as some cautions. It indicated an overall decline in HIV incidence in the teenage population of 15-19 years in 2008, and a decline in prevalence among adults aged 15-49 between 2002 and 2008 in Gauteng, Northern Cape and the Free State, with the largest decline of 7.9 percentage points in the Western Cape. Young people reported increased condom use from 57% in 2002 to 87% in 2008 among young males, and from 46% to 73% among young females. However, intergenerational sex showed a substantial increase among female teenagers aged 15-19, which exposed them to a group of older males with a higher HIV prevalence. HIV prevention knowledge had declined among the population 15-49 years, from 64.4% in 2005 to 44.8% in 2008. However, HIV/AIDS research at the HSRC, which has included collaborative projects with other countries in the region, is not restricted to the surveys. It encompasses a wide range of issues such as policy formulation; orphans and vulnerable children; the impact of HIV/AIDS on professions; intervention effectiveness; and social protection against stigma.

It is common cause that education is fundamental to development.

There is consensus as well that education in South Africa is in trouble. The department of education (as it was then) previously conceded that “there is considerable evidence that the quality of education in South African schools is worryingly low relative to what South Africa spends on schooling.” In her recent budget speech the minister of basic education, Angie Motshekga, agreed with the conclusion by the ministerial committee on national education evaluation and development unit (NEEDU) that “there was an indisputable crisis in education, and that it needed to be resolved.”

Government has therefore ranked education as one of the national priorities, and the HSRC has quite rightly made education one of its primary research areas. Its researchers are often appointed to do research for the education department, and are consulted by education authorities from time to time. Some of the themes that have been the subject of study by the HSRC include educator supply and demand, teacher workload and teacher education. Among other things, the HSRC researchers found that national data did not reveal the extent of actual teacher shortages in key learning areas. Researchers have also looked at the impact of policies and politics on education. For example, they found that the incorporation of teacher training colleges into universities had not yet consolidated into a coherent system and that the policy needed further review. Researchers have also looked at factors underpinning success and failure in secondary school education, and identified the impediments and possible solutions. The question of equity of access to the various levels of education has also been investigated. It was HSRC researchers that drew the attention of education authorities to the imperative of early literacy achievements for learners to be successful in their later educational or employment careers. It was therefore of particular interest to hear President Jacob Zuma declare in his 2009 State of the Nation address that, “From this year onwards, all grade 3, 6 and 9 students will write literacy and numeracy tests that are independently moderated.”

There is a close link between education or lack of it on the one hand, and poverty and unemployment on the other. The knowledge society of today demands a literate and numerate workforce that is equipped with appropriate skills for the modern economy. For this reason basic education; skills training; labour law reforms; and economic development and growth are regarded by the HSRC as key areas of inquiry to develop strategies to promote employment and

reduce poverty. Working with the department of labour, HSRC researchers have conducted an analysis on the complexities of attaining alignment between skills training strategies and micro-economic priorities. They have performed ground-breaking analyses of the impact of post-apartheid labour legislation, and published reports and scholarly papers on this and other aspects of the world of work that have served to inform policy and implementation.

The International Monetary Fund (IMF) has identified the long-standing issue of unemployment as one of the biggest challenges to economic growth in South Africa, along with poverty, large wealth disparities and a high incidence of HIV/AIDS. Poverty and joblessness reflect, in part, our economic landscape. South Africa has a two-tiered economy: a financial and industrial sector rivalling that of developed countries, alongside a large informal sector with characteristics typical of developing countries. South Africa has huge disparities in wealth and income, and arguably the highest Gini coefficient in the world.

The HSRC has therefore devoted much of its attention and energies to issues of employment, economic growth and socioeconomic equity. The HSRC devised employment scenarios designed to anticipate needs of the economy and identify areas requiring enhanced coherence and alignment. These then served as working documents in brainstorming workshops and roundtable meetings, bringing together government, business and labour, and have received sufficient recognition to find their way onto government websites. Other studies have focused on policies and interventions relating to rural poverty, food security and social exclusion.

HIV/AIDS, poverty, food insecurity, unemployment, lack of access to good education, and homelessness all have a direct bearing – in a relentless vicious cycle – on family dysfunction, the lot of children and youth, crime and other social ills. The HSRC research programme on child, youth, family and social development is dedicated to investigating the role of these disparate influences, and to seeking possible interventions to mitigate their impact. It looks at the life course, from infancy to old age, with an emphasis on understanding how contexts, policies and politics shape and distribute life chances. The HSRC has conducted large-scale research on interventions and services in early childhood development (ECD). The research showed that the ECD years represented a critical platform for all future human development, and that increased investment in ECD services was a critical intervention.

Other studies have looked at the role of fatherhood generally, and of teenage fatherhood in particular, in disadvantaged communities; youth, alcohol and sex; teenage pregnancy; and child labour.

Social development cannot flourish in the South African context in the absence of strong and effective democratic institutions and practices. Scholars have stressed the link between democracy and the social and economic empowerment of its citizens; a citizenry that sees no qualitative improvement in the social and material conditions in the lives of its members soon loses interest in democratic rituals such as elections, and discontent and rebelliousness begin to emerge.

South Africa is a constitutional democracy with a strong human rights bias that aspires to be a developmental state, and the HSRC supports this aspiration by conducting research that evaluates legislation, policies and administration of the government in terms of its ability to reduce inequalities, deliver services to all its communities, and combat crime for a safer environment for its citizens. It looks at issues of citizenship, ethical standards in public life, and race and gender equity. It analyses the functioning of party politics and electoral systems, and assesses the extent to which processes of governance reflect a democratic ethos. It engages in public policy analysis, and informs policy making through solicited advice, and unsolicited counsel through workshops and policy briefs.

But the HSRC is not just an inward-looking organisation whose activities and influence are restricted to South Africa. For one thing, HSRC researchers regularly conduct collaborative research with their counterparts nationally, regionally and internationally. The HSRC has an international reputation as a member of the global community of academic research organisations, and HSRC research is published in peer-reviewed, internationally-rated scholarly journals, and is used and cited by other researchers around the globe. HSRC researchers are frequent speakers at global conferences, play host to international conferences here at home, and are frequent visiting scientists at universities abroad. Research output in terms of published articles per scientist rivals that of leading institutions in this country, and has increased steadily from year to year. The HSRC has a vibrant capacity development programme to train young scientists, and hosts and trains masters and doctoral students as a means to contribute to the national pool of researchers.

South Africa has just emerged from a most successful and internationally acclaimed FIFA World Cup extravaganza, the preparation for which saw unprecedented co-operation within government, and between government, business and civil society. The event was as spectacularly successful as it was historic, although the true winners may have been the vuvuzela, whose sales soared around the world, and the uncanny octopus now said to be worth a fortune. The event demonstrated that South Africans can achieve anything they wish, including the translation of social science research into action, if they put their minds to it and resolve to work together with a common purpose.

To conclude, I would like to commend all the HSRC staff for their loyalty, skill and selfless dedication without which the HSRC would be a lesser organisation. To them goes the credit for the remarkable record of achievements by the council. I thank minister Naledi Pandor and the department of science and technology for their unflagging support and co-operation; the HSRC council led by Professor Gerwel, and the board led by Phumelele Nzimande, for providing outstanding leadership; and the HSRC clients without whose funding many of the HSRC projects would not have seen the light of day.



Mrs Phumelele Nzimande

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University of Natal
Chief people officer,
SABC; former deputy
director-general, postal
policy, department
of communications;
former deputy chair
of the Commission
on Gender Equality;
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Dr Olive Shisana (CEO)

ScD, Johns Hopkins
University
HSRC CEO; former
positions held:
executive director
of the HSRC's Social
Aspects of HIV/AIDS
and Health research
programme; professor
of health systems,
Medical University
of South Africa;
executive director,
family and community
health, World Health
Organisation,
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general, department of
health, South Africa;
group manager,
South African Medical
Research Council; and
acting chief of research
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Ministerial Advisory
Committee on National
Health Insurance,
and member of the
Economic Advisory
Panel.



Prof. Akilagpa Sawyerr

JSD, University of
California (Berkeley)
Fellow of the Ghana
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Member, Council of
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Member of the
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Learning, the Advisory
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of the programme,
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Prof. Paulus Zulu

PhD, University of
Natal
Director and senior
research fellow,
Maurice Webb Race
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Natal, member of the
Pontifical Academy
of Social Sciences;
board chairman of
McCord Hospital,
Durban; member of
the Pontifical Academy
of Social Sciences,
Vatican City, Rome.



Prof. Lulama Qalinge

PhD, North-West University

Director, School of Social Sciences and associate professor in Social Work: North-West University; chair of council, Mmabatho College of Nursing and Lesotho Highlands Development Authority.

Prof. Pamela Naidoo

DPhil, University of Natal

Chair, Community and Health Sciences Faculty Research Committee, University of the Western Cape (UWC), and member of the Senate Research Committee at UWC; past executive member of the Psychological Society of South Africa (PsySSA); past chair of the Ethics Committee of PsySSA; member of the American Psychological Association.

Prof. Edward Webster

PhD, University of the Witwatersrand

Visiting Professor Development and Decent Work, Kassel University. Professor of sociology and past director of Sociology of Work unit, University of the Witwatersrand (Wits); past president of the Research Committee for the International Sociological Association; board member of the Development Bank of Southern Africa; top-rated National Research Foundation sociologist; Senior Fulbright Scholar, US.

Prof. Amanda Lourens

PhD, University of Pretoria

Vice-rector, research and planning, North-West University, Potchefstroom Campus; extraordinary associate professor in statistics, North-West University; past president of the Southern African Research and Innovation Management Association and the South African Statistical Association; past chairperson of the Southern African Association for Institutional Research; past assistant-director of the SA Higher Education Retention Data Project.

Prof. Rashid Hassan

PhD, Iowa State University, USA

Professor and director, Centre for Environmental Economics and Policy in Africa (CEEPA), University of Pretoria.

Mr Patrick Masobe*

MSc, University of London

Chief executive officer of Vmed; chairperson of the board of directors: Health Systems Trust.

* No picture available at time of going to print.

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).



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.

OUR PEOPLE



Dr Vincent Agu
 DrPH, University of Texas

 SAHA: Development assistance, partnerships and alliances, programme design, monitoring and evaluation, advocacy, regional integration.



Mr Fabian Arends
 MBA, University of KwaZulu-Natal

 ESSD: Education Management Information Systems specialist; general and further education and training policy analysis; educator supply and demand analysis; design and analysis of education indicators; statistical analysis and modelling.



Dr Bongani D. Bantwini
 PhD, University of Illinois at Urbana-Champaign, USA

 ESSD: In-service professional development of science education teachers, student learning of science, trends, science curriculum reforms (national and international), and science curriculum development and theory.



Prof. Arvin Bhana
 PhD, University of Illinois at Urbana-Champaign, USA

 CYFSD: Youth risk and resilience; adolescent risk-taking behaviour (including HIV/AIDS), substance abuse and other youth-related problem areas; fatherhood and protection/care of children; mental health promotion.



Prof. Ivor Chipkin
 PhD, Ecole Normale Supérieure

 D&G: Questions of the state, nationalism, development and democracy.



Dr Linda Chisholm
 PhD, University of the Witwatersrand

 ESSD: Comparative education; teacher education and development; policy; curriculum; gender; migration.



Ms Allanise Cloete
 MA, University of the Western Cape

 SAHA: HIV/AIDS intervention research, intervention research for people living with HIV/AIDS, HIV among MSM, qualitative research methodologies.



Mr Michael Cosser
 MA, University of the Witwatersrand

 ESSD: Higher education; teacher education; teacher supply and demand; quality assurance; provincial human resources development profiles and strategies; student tracer studies; SAQA and NQF; literary stylistics; discourse analysis.



Mr William Blankley
MSc, MBA, University of Cape Town
KS: Science and technology (S&T) policy analysis, S&T indicators, R&D and innovation surveys, strategic planning, feasibility studies, public understanding of science.

Dr Mignonne Breier
PhD, University of Cape Town
ESSD: Higher education, professional education, medical, nursing and teacher education, recognition of prior learning, curriculum in higher education.

Mr Henri Carrara
MPH, University of Umeå, Sweden
SAHA: Infectious disease epidemiology and HIV prevention research; analysis of survey data; HIV surveillance among MSM; epidemiological methods and biostatistics.

Mr Jonathan Carter
MSc Agric, University of Stellenbosch
PACE: Public finance, governance, social complexity, policy construction.

Dr Jeremiah Chikvora
PhD, Umeå University, Sweden
CYFSD: Gender and masculinity; family wellbeing and health; adolescent sexual and reproductive health; health-seeking behaviour; tuberculosis.



Ms Catherine Cross
MA, University of Michigan
CPEG: Migration; environment and settlement; urban and rural development; housing; poverty; homelessness; informal sector; micro finance; rural home farming.

Dr Pelisa Dana
PhD, University of KwaZulu-Natal
SAHA: HIV/AIDS intervention research.

Dr Yul Derek Davids
PhD, Stellenbosch University
KS: Poverty assessment, social determinants of poverty, data management, statistical analysis and modelling.

Mr Adlai Davids
MSc, ITC (The Netherlands)
SAHA: GIS applications for injury surveillance, social aspects of HIV/AIDS and networking.

Dr Nolutho Diko
PhD, Indiana University, Bloomington, USA
ESSD: International education; education policy; gender; teacher education; monitoring and evaluation; schools and culture.

OUR PEOPLE



Dr Omano Edigheji
 PhD, Norwegian University of Science and Technology, Norway
 PACE: Comparative political economy; developmental state; development; governance and democracy in Africa; social policy and poverty reduction.



Dr George Frempong
 PhD, University of British Columbia, Vancouver, Canada
 ESSD: Education; curriculum studies; large-scale assessment and evaluation; multilevel data analysis.



Dr Adrian Hadland
 PhD, University of Cape Town
 D&G: media policy, journalism, ethics, skills development, governance, political institutions, social cohesion and xenophobia.



Dr Gerard Hagg
 DLitt et Phil, University of South Africa
 D&G: Infrastructure development in the arts sector; community participation in development; community arts centres and arts service delivery; identity and cultural diversity in conflict in Africa.



Mr Sean Jooste
 MA, University of the Western Cape
 SAHA: Research design and methodology; design of research instruments.



Dr Mbithi wa Kivilu
 PhD, University of Alberta, Edmonton, Canada
 KS: Educational and psychological assessment; data management; statistical analysis and modelling.



Prof. Mukole Kongolo
 PhD, Potchefstroom University
 PACE: Developing scientists and scientific leadership in the social sciences.



Dr Glenda Kruss
 DPhil, University of Ulster
 ESSD: Higher education policy; higher education and innovation; university-industry interaction; innovation and development in sub-Saharan Africa.



Mr Tim Hart

MPhil, Stellenbosch University

CPEG: Agricultural and rural development, food security, indigenous knowledge, participatory research.



Dr David Hemson
PhD, University of Warwick

CSD: Public service delivery; water and sanitation; rural development; implementation research; policy impact assessment.



Dr Charles Hongoro
PhD, University of London

PACE: Policy-oriented research; health economics and systems; policy analysis; HIV and AIDS.



Dr Gregory Houston
PhD, University of Natal

D&G: Political history, democracy and governance.



Dr Peter Jacobs
PhD, Fordham University, New York

CPEG: Food security; agro-food markets and prices; agricultural and rural development; economics of agrarian change.



Dr Rendani Ladzani
PhD, University of Limpopo

SAHA: Dietary practices throughout the life cycle, with special emphasis on the prevention of non-communicable diseases and the prevention of mother-to-child transmission of HIV.



Prof. Suzanne Leclerc-Madlala
PhD, University of Natal

SAHA: Anthropological approaches to health and illness, HIV prevention, culture, gender and sexuality.



Mr Jo Lorentzen
PhD, European University Institute

ESSD: Science, technology and innovation.



Dr Monde Makiwane
DPhil, University of the Witwatersrand

CYFSD: Social science research, using quantitative and demographic techniques.



Dr Mokhantso Makoae
PhD, University of Cape Town

CYFSD: Social science research, HIV/AIDS care, chronic illness care, vulnerability assessment, child maltreatment prevention, child protection.

OUR PEOPLE



Dr Nyameka Mankayi
PhD, Stellenbosch University
CYFSD: Social science research, masculinity, gender, HIV/AIDS.



Ms Vuyiswa Mathambo
MPH, Umeå University (Sweden)
CYFSD: Family and community responses to the AIDS epidemic.



Dr Innocent Matshe
PhD, University of Manchester
CPEG: Labour migration, and poverty reduction and unemployment with a special emphasis on agricultural policy, health, and household dynamics and micro-macroeconomic linkages.



Mrs Ntombizodwa Mbelle
MA ELT, Thames Valley University, MPH, Medical University of South Africa
SAHA: Project and finance management; project planning; tracking and reporting; evaluations.



Ms Matseliso Mokhele
MEd, University of Pretoria
PACE: Capacity building and teacher professional development.



Dr Zitha Mokomane
PhD, The Australian National University
CYFSD: Qualitative research; family formation and dissolution patterns; adolescent sexuality; children; youth and HIV/AIDS.



Ms Percy Moleke
MA (Economics), Georgia State University
ESSD: Labour market analysis, education and work, labour market training/skills development.



Prof. Relebohile Moletsane
PhD, Indiana University, Bloomington
PACE: Gender, sexuality, gender-based violence, HIV/AIDS, education, youth, girlhood.



Prof. Thobeka Mda
PhD, Ohio State University
PACE: Research capacity development; teacher development; equity issues: education for diverse learners/social cohesion and language equity in education; curriculum studies.



Ms Vuyelwa Mehloakulu
MA, University of Stellenbosch
SAHA: Research psychology, HIV/AIDS interventions with emphasis on prevention, general public health.



Dr Carol Metcalf
MBChB, University of Cape Town
MPH, University of Washington, Seattle, USA
SAHA: HIV and STI prevention; HIV and STI epidemiology; infectious disease epidemiology; HIV surveillance; HIV among MSM; HIV behavioural and biomedical intervention trials; HIV testing and counselling; epidemiological methods; public health; international health.



Dr Darlene Miller
PhD, University of Johns Hopkins
D&G: South African companies and their African expansion; labour in southern Africa; social theory; the political economy of the retail sector in Africa; sociology of work.



Dr Peliwe Mnguni
PhD, Swinburne University of Technology, Melbourne, Australia
D&G: Action research; eco-social sustainability (including using agriculture as a vehicle for rural development and community renewal); leadership and group dynamics; intra- and inter-organisational collaboration.



Dr Neo Molotja
PhD, University of Cape Town
KS: Science and technology (S&T) policy analysis; S&T indicators; R&D and innovation surveys.



Ms Shirin Motala MA,
University of KwaZulu-Natal
CPEG: Children, early childhood development, advocacy, poverty, social sector employment.



Dr James Muzondidya
PhD, University of Cape Town
D&G: Migration, citizenship and identities.



Dr Catherine Ndinda
PhD, University of Natal
KS: Housing policy and practice; development planning and policy implementation; informal sector economy; gender; social aspects of HIV/AIDS; research methods.



Dr Mcebisi Ndletyana
PhD, University of the Witwatersrand
D&G: The history of African intellectuals, memorialisation of South African history and the formation of national identity.

OUR PEOPLE



Dr Tshildzi Netshitangani
 DEd, University of South Africa
 ESSD: Educational management and gender; teacher education; qualitative research methods.



Dr Peter Njuho
 PhD, Kansas State University, USA
 SAHA: Statistical modelling; design and analysis of large survey studies; research methods; meta-analysis; measurement errors; mixed models.



Ms Yoliswa Notshe
 MA, Nelson Mandela Metropole University
 SAHA: Social, behavioural and biomedical interventions; health seeking behaviour including HIV counselling and testing.



Dr Thabi Ntombela
 PhD, University of KwaZulu-Natal
 PACE: Teacher education; issues of social and educational exclusion; school development; learner support; psychology of education.



Dr Victoria Pillay-Van Wyk
 MPH, PhD, University of Cape Town
 SAHA: Biostatistics, infection disease epidemiology, public health, quantitative research methods, evidence-based medicine.



Dr Kathleen Pithouse-Morgan
 PhD, University of KwaZulu-Natal
 PACE: Education, gender, HIV/AIDS, qualitative research methods.



Dr Cas Prinsloo
 DLitt et Phil, University of South Africa
 ESSD: Factors influencing school functioning and learner performance; literacy and language acquisition; education evaluation; assessment theory; research methodology; psychometrics.



Prof. Vasu Reddy
 PhD, University of KwaZulu-Natal
 PACE: Discursive histories of sexualities, genders, identities, social cohesion; social, cultural, behavioural and programmatic aspects of HIV/AIDS; service provision in development; critical policy analysis; pedagogies; higher education; knowledge production.



Ms Dorina Onoya
PhD, Maastricht University (The Netherlands)
SAHA: HIV/AIDS intervention research, infection disease epidemiology, public health, quantitative research methods, evidence-based medicine.



Dr Saadhna Panday
PhD, Maastricht University (The Netherlands)
CYFSD: Tobacco use, adolescent risk behaviour, youth development, health promotion.



Prof. Karl Peltzer
PhD, University of Hannover
Dr Habil, University of Klagenfurt
SAHA: Social aspects of public health, health behaviour, behavioural health, psychology applied to health, culture and health.



Prof. Nancy Phaswana-Mafuya
PhD, University of the North
SAHA: Social aspects of public health; HIV/AIDS; injury prevention; substance use and misuse; social work applied to health.



Mr Suren Pillay
MA, Columbia University
D&G: Violence in contemporary South Africa, the role of South Africa in relation to the Middle East, citizenship and democratic theory in Africa.



Prof. Thomas Rehle
MD, University of Munich
PhD, University of Antwerp
SAHA: Infectious disease epidemiology; tropical medicine; HIV/AIDS intervention research; survey design and analysis; programme evaluation and impact assessment (including modelling).



Mr Benjamin Roberts
MSc, University of Natal
CYFSD: Quantitative analysis of poverty and inequality; subjective wellbeing; changing social and political attitudes; food security and nutrition; poverty reduction strategy papers; social protection.



Mr Julien Rumbelow
BSocSci, MBA, University of Cape Town
KS: National R&D Survey – business sector; R&D and innovation studies.



Ms Marguerite Schneider
MA, Reading University, UK
CYFSD: Disability and health; development and poverty in relation to disability.



Prof. John Seager
PhD, University of Wales
SAHA: Social, environmental and economic determinants of health and wellbeing in poor communities.

OUR PEOPLE



Prof. Geoffrey Setswe
 DrPH, University of Limpopo
 SAHA: Systematic reviews; behavioural interventions for reducing HIV risk; monitoring and evaluation of HIV/AIDS; public health interventions.



Dr Moses Sithole
 PhD (Statistics), Curtin University of Technology, Australia
 KS: Mathematics; statistics; multivariate analysis; parametric estimation for randomly censored auto-correlated data; applied statistics, including statistical design, modelling and data analysis of experiments and surveys in a wide range of application areas, including: agriculture, food security, social sciences, R&D and innovation, health, e.g. HIV/AIDS.



Dr Pearl Sithole
 PhD, University of Cambridge, UK
 D&G: Gender and governance; local government and development; traditional leadership; land and local economic development in rural areas; indigenous knowledge systems.



Ms Judith Streak
 MComm, University of Witwatersrand
 CYFSD: Child poverty and child socio-economic rights indicators; income and social welfare service interventions to support children at risk; early childhood development; government budgeting for child rights in South Africa.



Prof. Lesiba Teffo
 PHD, University of the North
 D&G: Democracy and governance, and the role South Africa plays in Africa; modernisation of traditional institutions; mainstreaming of indigenous knowledge systems.



Dr Virginia Tilley
 PhD, University of Wisconsin-Madison
 D&G: Comparative ethnic and racial politics and conflict; racial politics of tourism; development strategies; Middle East conflict; Latin American indigenous peoples.



Dr Zwelakhe Tshandu
 PhD, Ohio State University in Columbus
 CSD: Social policy, the state and development.



Prof. Ivan Turok
 PhD Economics, University of Reading
 CPEG: Spatial economic development, labour markets, urban and regional economies, city development strategies, policy evaluation.



Dr Nelia Steyn
PhD, University of Stellenbosch

KS: Food insecurity in under- and over-nutrition in sub-Saharan Africa; nutritional status of the population.



Mrs Jarè Struwig
MA, University of Pretoria

KS: Tourism and the environment, longitudinal surveys, statistical analysis and modelling.



Dr Sharlene Swartz
PhD, University of Cambridge

CYFSD: The sociology of youth especially in the context of poverty; youth morality ; spiritual and social development; and peer education.



Dr Cily Tabane
PhD, University of Pretoria

SAHA: HIV/AIDS and cultural practices; clinical social work applied to health; HIV voluntary counselling and testing.



Dr Tsiliso Tamasane
PhD, University of Cape Town

CYFSD: Child poverty and child socio-economic rights indicators; income and social welfare service interventions to support children at risk; early childhood development; government budgeting for child rights in South Africa.



Mr Alastair van Heerden
MSc, University of Natal

CYFSD: Prevention of HIV transmission from mother to child (PMTCT), health information systems, mobile phone based health intervention (mHealth), and data collection.



Dr Heidi van Rooyen
PhD, University of KwaZulu-Natal: Pietermaritzburg

CYFSD: HIV/AIDS prevention, counselling and testing; intervention studies; ethics of working in resource-poor communities.



Mr Johan van Zyl
BA Hons, University of Pretoria

SAHA: Survey methodology, population projections and applied demographic analysis.



Ms Jocelyn Vass
MA, University of Manchester

ESSD: HIV/AIDS impact on economic sectors and the workplace; labour market vulnerabilities; employment equity.



Ms Mariette Visser
BA Hons, University of Pretoria

ESSD: Information systems; database design and development; data analysis and indicator development; higher education; further education and training sector; learnerships and skills development.

OUR PEOPLE



Dr Njeri Wabiri
PhD, University of
Cape Town
SAHA: Statistics;
geostatistics and fuzzy
spatial GIS modelling;
strategic research
partnerships and
alliances.



Dr Priscilla Wamucii
PhD, Ohio University
D&G: Civic
participation,
communication and
development, human
security.



Ms Gina Weir-Smith
MA, University of
Stellenbosch
KS: Applying GIS
to socioeconomic
research problems,
spatial aspects of
unemployment,
small area estimation
and accessibility
modelling.



Dr Khangelani Zuma
PhD (Statistics),
University of Waikato,
NZ
SAHA: Statistics;
survival analysis;
survey methodology;
Bayesian simulation
methods and
modelling infectious
diseases; HIV/AIDS.



**Ms Nompumelelo
Zungu**
MA (Psych), University
of Cape Town
OCEO: Research
psychology, socio-
behavioural aspects
of HIV/AIDS, HIV/AIDS
and education.



key (ki) *n.* 1. a small flat-headed metal fastener used to lock or unlock a door, cabinet, etc. 2. a device for locking or unlocking a door, cabinet, etc. 3. a device for locking or unlocking a door, cabinet, etc. 4. a device for locking or unlocking a door, cabinet, etc. 5. a device for locking or unlocking a door, cabinet, etc. 6. a device for locking or unlocking a door, cabinet, etc. 7. a device for locking or unlocking a door, cabinet, etc. 8. a device for locking or unlocking a door, cabinet, etc. 9. a device for locking or unlocking a door, cabinet, etc. 10. a device for locking or unlocking a door, cabinet, etc. 11. a device for locking or unlocking a door, cabinet, etc. 12. a device for locking or unlocking a door, cabinet, etc. 13. a device for locking or unlocking a door, cabinet, etc. 14. a device for locking or unlocking a door, cabinet, etc. 15. a device for locking or unlocking a door, cabinet, etc.

Making a difference through research

A synopsis of the HSRC's 2009/10 activities

During 2009/10 the HSRC undertook nearly 160 projects and an assortment of other initiatives in the areas of social sciences and humanities, all with the intentions of contributing to government's national priorities, and making a difference in the lives of people inside South Africa, the South African Development Community (SADC) and other African countries.

Ongoing ventures involve highly relevant issues such as crime and violence, improving the quality of education, the social aspects of HIV and AIDS, the wellbeing of families and society, governance, policy work, and developmental questions.

The pages that follow feature a selection of some of the most significant undertakings that contributed to government's national priorities.

The research is grouped under seven broad themes:

Democracy, governance and society
Education and training
HIV, AIDS and health
Poverty and development
Science and society
The world of work
Youth and children

Each theme showcases the work the HSRC has done in that area over the past year, highlighting both the specific focus of the project – our scientific approach – and the bigger picture, where we bridge the gap between research and action, to make a real difference.

The full range of HSRC projects is available on www.hsrc.ac.za.

DEMOCRACY, GOVERNANCE
AND SOCIETY



Democracy, governance and society

Interrogating democracy,
service delivery and social justice





Under this theme the HSRC investigated, evaluated and assessed democratic institutions, governance and service delivery to communities, including issues around crime, violence and social justice. It also included groundbreaking research on the consequences of South Africa hosting the 2010 FIFA World Cup.

Crime, violence and conflict

Human trafficking

The focus

Funded by the National Prosecuting Authority (NPA) through a grant from the European Union, this study provided the first comprehensive assessment of human trafficking in South Africa. The research constituted one of the four pillars of the NPA's Human Trafficking Strategy, forming part of the *Tsireledzani* programme of assistance to prevent, react to, and provide support for victims of crime.

Tsireledzani answered the call for collaborative, multi-agency, long-term and co-ordinated strategic action to address the frightening and reprehensible practice of trafficking in human beings.

The bigger picture

Human trafficking is difficult to research due to its covert and often criminal nature. The project nevertheless established, partly through intelligence-driven research, a general portrait of international and domestic trafficking flows in South Africa, and obtained some initial profiles of traffickers and their victims. Psychologists and sociologists working with the project helped to identify some of the vulnerabilities of women and children in southern African countries to traffickers who play on their hopes for jobs and a better life.

The study considered the legal context in depth, identifying and clarifying the need for national legislation and databases to track trafficking cases. Recommendations advised public intervention, ranging from victim counselling to national legislation and prosecution.

- *Democracy and Governance*

Case studies of perpetrators of violent crime

The focus

This detailed study of violent offenders was the first of its kind in South Africa. While studies of violent crime in South Africa focus mostly on victims, this study interviewed violent offenders themselves to establish their family history, socialisation, attitudes towards violence and involvement in violent actions.

In-depth interviews were conducted with 20 violent offenders in prisons in Gauteng and the Western Cape, and a detailed report compiled. The report is currently awaiting cabinet review before it can be released to the public, but findings are expected to provide policy-makers with new insights into the motivations and methods of violent offenders that will help inform policy to combat violent crime.

The bigger picture

This study, which is confidential in nature, formed part of a national study on violent crime in South Africa, which was commissioned by the department of safety and security on behalf of the justice, crime prevention and security (JCPS) cluster.

The beneficiaries of the study include all national government departments involved in anti-crime initiatives, from the ministry of police to the criminal justice sector; various social development

departments; and civil society and academic institutions examining the problem of violent crime.

- *Democracy and Governance*

International comparative project on violent crime

The focus

This project shared comparative insights on violent crime among countries in the global south. It started with a successful international workshop in Cape Town to establish a research network on violent crime, incorporating researchers from Africa, India and Latin America. Each participant discussed the impact of violence on democracy and measures to combat violence within their own countries. The workshop concluded with a discussion of collaborative projects between the participants.

As a follow-up, Prof. Antanas Mockus, the former mayor of Bogotá, Colombia, visited South Africa and met with high-level policy-makers to discuss his model of crime prevention, developed under his tenure as mayor. His model has been acknowledged as a best practice by the United Nations Development Programme (UNDP). HSRC researchers in turn met with civic, youth and private sector organisations in Brazil and Colombia, and conducted a more detailed study of Professor Mockus' initiatives in Bogotá, Colombia.

The bigger picture

The high levels of inequality and violence that characterise these cities, and the patterns of racial and urban segregation, suggest that key lessons and experiences in reducing crime and violence can be gained for South African projects by developing research and policy partnerships with Brazilian organisations.

The Palestine-Israeli conflict

The focus

The two-year Middle East Project concluded its work in 2009 with an international academic conference in Cape Town. The project was developed to support South Africa's tenure on the UN Security Council by providing the department of foreign affairs (DFA) with independent scholarly analysis on Middle East affairs.

Original theoretical research produced timely briefing papers, and hosted delegations of international scholars to brief South African government policy-makers and scholars.

The project also provided Middle East scholars with a rare chance to learn about South Africa's transition to democracy directly from South African academics, lawyers, politicians and other struggle veterans. Delegations toured the Apartheid Museum and held workshops with speakers such as Pallo Jordan, Pravin Gordhan, George Bizos, John Dugard, Thandi Modise, Roelf Meyer, Albie Sachs and Kgalema Motlanthe.

In a historic first, researchers hosted Arab members of the Israeli Knesset.

The delegation was received by speaker Baleka Mbete at parliament and held high-level meetings with the Presidency. Later, the secretaries-general of all five Arab Israeli parties were hosted for a two-week intensive course on South African history and politics.

The bigger picture

The Middle East Project served as a platform for original research, especially on the Palestinian-Israeli conflict. Constitutional lawyers in South Africa and at the School of Oriental and African Studies (SOAS), University of London, and the Carnegie Foundation, were recruited to provide the DFA with expert analysis on the legal significance of events in the Palestinian Authority.

A multi-national team of scholars did a groundbreaking study of Israel's occupation of the West Bank and Gaza Strip under international human rights law and humanitarian law.

At the Apartheid Museum in Johannesburg, Prof. Nadim Rouhana discusses the comparison between ANC and Palestinian intellectual and political history with lawyer Yousef Jabareen.

Photo: Virginia Tilley



Released in May 2009 and downloaded more than any HSRC report this year, this study had wide international impact, triggering dedicated conferences at SOAS, Cape Town and Ramallah (West Bank).

- Democracy and Governance

Preventing child abuse and neglect

The focus

A recent HSRC study funded by and undertaken in collaboration with the WHO addressed the question: How ready is South Africa to implement large-scale programmes for the prevention of child abuse and neglect? On a positive note, the study found that South Africa has a good policy and legal environment to safeguard children. The bad news was that there was little evidence to support the effectiveness of existing child maltreatment programmes, and that there were inadequate resources to implement *preventative* programmes.

The bigger picture

Overall, the study recommended that prevention, rather than treatment or reaction, becomes a central focus of child protection in South Africa. This work is continuing in collaboration with partners in Brazil, China, Malaysia, Macedonia, Philippines and Saudi Arabia.

These findings were shared with the departments of health and social development. The provincial department of social development in the Western Cape debated the study's findings during its Children's Summit in October 2009, and in direct response to this study revised its Child Protection Plan to place emphasis on prevention.

- Child, Youth, Family and Social Development

Democracy, governance and development

A new approach to reconciling Africa's fragmented government institutions

The focus

This project examines the attributes of Africa's traditional institutions of governance; assesses their strengths and weaknesses; and determines whether some traditional components could contribute to constructing a fused, or co-operative traditional-modern system of governance.

The two-year project (2009-11), being conducted in partnership with Pennsylvania State University (USA) and research institutions in Somaliland, Ethiopia, Kenya and South Africa, has raised great interest among politicians and traditional leaders in the four countries.

The research focuses on three areas: property rights and the allocation of resources; prevention and resolution of conflicts; and participation in decision making, especially along gender lines.

The bigger picture

The first phase, which consisted literature surveys and key informant interviews in eight communities, found that members of many traditional communities still adhere to traditional institutions of governance, such as traditional courts, authorities and customs. Preference for traditional governance is due to historical roots, language, transaction costs, trust and long distances to modern institutions.

The constitutions and legislation of Somaliland and South Africa provide for a role for traditional institutions, while in Kenya and Ethiopia such institutions govern informally and parallel to the formal institutions. In all four countries, traditional institutions are respected and accommodated by modern ones, and their structures vary from centralised to decentralised, depending on their role within the modern state.

Decision making is based on the consensus of councils, which is summarised and concluded by the traditional chief. The institutions are most effective in conflict prevention and resolution, with a focus on mediation, compensation and reconciliation, as well as land-allocation mechanisms. Women are often excluded from decision making, most traditional institutions are hereditary and patrilineal.

The second phase of the project will consist of a household survey in the eight communities, to balance the leadership opinions obtained during the first phase, followed by dissemination workshops and roundtables.

- *Democracy and Governance*

History of traditional leadership in KwaZulu-Natal

The focus

This project examines the history of traditional governance and cultural practices associated with

ubukhosi in KwaZulu-Natal. The research was commissioned and funded by the KwaZulu-Natal department of local government and traditional affairs, which seeks this knowledge to assist its support of traditional leadership in KwaZulu-Natal.

The study focuses on the history of traditional communities in the province. Through archival research and interviews, the study is designed to help clarify past migration patterns and the genealogies of traditional leaders. Through careful archival research, the study will better illuminate the impact of colonial rule on traditional communities and local politics, and help us understand cultural changes related to local politics, such as principles of succession, women's roles in politics and land management.

The study also examines how local polities were integrated during the political conflict that began when the Ndandwe, the Mthethwa and the Zulu people engaged in nation-building.

The first two phases – concluded in March 2010 – involved the collection and analysis of archival material and interviews with traditional leaders and community members in five districts in KwaZulu-Natal. The third phase, which focuses on the remaining districts, will conclude in mid-2011.

The bigger picture

The research provides information on traditional leadership useful to the Zulu Royal House, government departments, traditional leaders of KwaZulu-Natal, researchers and other stakeholders. Knowledge assembled through the study will support the preservation of cultural and customary practices that strengthen traditional leadership.

- *Democracy and Governance*

A developmental state for South Africa

The focus

The developmental state initiative, which aims to contribute to the government's efforts to construct a developmental state as a necessary condition to address the country's developmental challenges, produced several high-level policy dialogues, including a workshop.

The workshop was hosted in collaboration with the Royal Netherlands Embassy in Pretoria in May 2009, under the theme *Enhancing state capacity through partnerships: Lessons of the Netherlands experience for South Africa*.

Panellists included Alan Hirsch, deputy head of policy co-ordination at the Presidency; Bert Koenders, the Netherlands minister for development co-operation; Mthandeki Nhlapo, general secretary of the South African Municipal Workers Union; and Professor Raymond Parsons of Business Unity South Africa.



This was followed by well-attended public lectures by world experts Professors Linda Weiss from the Department of Government and International Relations, University of Sydney, and John Mathews, Eni Chair of Competitive Dynamics and Global Strategy, LUISS Guido Carli University, Rome.

The bigger picture

The workshop generated interesting insights on how partnerships, or social dialogue, enabled the Netherlands to forge national consensus in an attempt to address developmental challenges facing that country. And both lectures had direct bearing on the government's industrial policy action plans.

Book on constructing a developmental state

A book, *Constructing a Democratic Developmental State in South Africa*, edited by Omano Edigheji (HSRC Press, 2010), was the result of a conference on the topic held in November 2008. Contributors to the book included some of the world's leading scholars on the developmental state and some of South Africans well-known development specialists.

The book was endorsed by minister of economic development, Ebrahim Patel (who was also the guest speaker at the book launch); UN assistant secretary-general for economic development, Professor K.S. Jomo; and director of the UN Africa Institute for Economic Development and Planning, Professor Adebayo Olukoshi.

A South (African) dream? Negotiating affirmative action

The focus

A policy dialogue on the much-debated topic of affirmative action highlighted how and why this government policy is one of the key instruments in achieving employment equity in the post-apartheid context; it is designed to drive social transformation of the workforce and contribute to the development of a diversified, representative and cohesive South African society.

The dialogue aimed to answer one overarching question: To what extent does affirmative action facilitate or minimise social cohesion and the building

“Perhaps the most difficult challenges [of modern democracies] is that it requires those with immense power in our societies to embrace their responsibilities, lead and set standards that are not only legal, but moral. Without this inner stuffing, democracy will become an empty shell, not simply inadequate but potentially dangerous, bringing with it the erosion of liberty, the manipulation of freedom and the decay of a common life.”

- Fareed Zakaria, *The Future of Freedom*

of a national identity that accounts for a transformed society? To address this, the dialogue reviewed the current meanings, understanding and implementation of affirmative action policy in South Africa.

The review also examined the current conceptualisation and context of affirmative action, as well as the issues and problems that arise out of its implementation. Held in partnership with the department of social development, speakers represented sectors such as home affairs, labour, research, corporate, disability, gender and universities.

The bigger picture

The dialogue was unique in that it drew a broad audience that covered topics that took stock of the government's programmatic areas across several clusters: economic, investment and employment; governance and administration; international relations, peace and security; and the social sectors.

Some of the identified problems arising out of affirmative action were the mismatch between policy and practice, as some sectors notably identified slow progress in terms of representivity, such as the corporate and universities sectors; slow progress in respect of disability; institutional racism; and perceived notions about people and their skills, which result in subliminal and overt racism.

A distinctive aspect of this dialogue was its comparative focus, drawing on expert experiences of minorities in the United States and the experiences of Malaysia.

- Policy Analysis and Capacity Enhancement

Service delivery and social justice

Homelessness

The focus

In 2006, the HSRC was instructed by Tshwane's health authorities to erect a fence to prevent occupation of the front grounds by homeless people. The HSRC's response was to initiate a shelter project and to start a flagship research study of homelessness dynamics in South Africa.

One of the key enquiries was whether the underlying causes of street homelessness was traceable to poverty or to housing shortfalls. Subsidiary questions included why South Africa's well-resourced and

well-targeted national anti-poverty initiative has not yet eliminated the problem of homelessness from the country's streets, and why South Africa's street homeless are not living in shacks.

The bigger picture

The study contended that the street homeless represented a different population from the shacks; they are more isolated, and have significantly less employment and less resources. Subsidy housing is not



in reach for most of the homeless, and is also likely to be unsuitable for their spatial and economic needs, while rental accommodation is likely to be unaffordable.

If the street homeless can only rely on livelihoods gained in high-traffic, high-earning central city zones, policy should be managed to allow a 'resistant' core homeless population to remain on or near the streets, while improving their quality of life and simultaneously rehabilitating as many as possible. This implies that total abolition of the homeless condition may not be a realistic option under any policy dispensation.

Street livelihoods appear capable of surprisingly good earnings, and rehabilitation may mean providing street-accessible housing options that can allow savings and accumulation. To bring the homeless to

where they have scope for rehabilitation – without, by their presence, undercutting the cities’ chances of economic expansion – the key may not be suitable housing in itself, but livelihoods and access to central urban spaces.

This project was published in a special edition of *Development Southern Africa*.

- Centre for Poverty, Employment and Growth

African migration and remittances

The focus

A study co-ordinated by the World Bank on migration and remittances in sub-Saharan Africa and destination countries outside Africa, involved the implementation of a household survey of migrants, conducted in ten countries. These included Burkina Faso, Ethiopia, Kenya, Lesotho, Mali, Nigeria, Senegal, South Africa, the Ivory Coast and Uganda.

The bigger picture

Findings from these surveys will provide a better understanding of the characteristics of migrants in sending and receiving countries, and thereby help inform national policy-makers about trends in migration and remittances; determinants and consequences; and the impact on development.

The focus of the HSRC study in South Africa was to facilitate the gathering of immigration and remittances data at household level in Gauteng and Limpopo for use in the World Bank’s Africa Migration and Development flagship report. For most of the other countries, the emphasis was on the behaviour of households that send migrants abroad.

- Centre for Poverty, Employment and Growth

Pricing electricity to promote development

The focus

A study on electricity pricing, with an emphasis on the impact it will have on employment, poverty and growth, was prepared for the National Energy Regulator of South Africa’s 2010 multi-year price determination (MYPD 2) decision, framing electricity pricing for the coming three years.

This involved economy-wide modelling, financial modelling and stakeholder engagement in partnership with WSP Energy and advisor Professor Rob Davies.



Two roundtables, which reviewed expected user demand and input costs, were held in April and November 2009, mostly drawing in industry players from mining, construction, metals, chemicals, paper, banking and government, and expert economists and engineers.

There was substantial interaction with Eskom and NERSA. We submitted to the public call for comments by Nersa and participated in the public hearings.

The bigger picture

The central purpose of our work has been to generate national technical capability for independent analysis of energy sector analysis in support of regulatory and policy decision making. The work contributes to our commitment to revealing the links between infrastructure development and employment creation.

- Centre for Poverty, Employment and Growth

Synergy in gender and energy

The focus

In 2009, the HSRC became South Africa’s National Focal Point (NFP) for ENERGIA, the International Network on Gender and Sustainable Energy. Operating as the Gender and Energy Network of South Africa (GENSA), it responds to the problem in South Africa (and other developing countries) of many households still not having been allocated adequate energy resources.

This settlement typology is now online in prototype format as part of the online planning instrument produced by the CSIR, and has drawn intense interest from several government departments.

Many households connected to the electrical grid must still use paraffin, wood and candles for their energy needs and many rural households have no electricity at all.

The network identifies energy practitioners, groups and networks working with gender and energy issues and brings them together for strategic planning meetings, where they can analyse current energy policies and strategies, and formulate proposals on gender and energy projects. GENSA also collects information on activities related to gender and energy for publication in a newsletter series.

The bigger picture

Some of the work involves workshops and training on energy safety in low-income informal areas. By engaging communities together with stakeholders, such as the Paraffin Safety Association of South Africa, the network encourages better understanding of how gender matters in energy use and helps people develop better tools of analysis.

GENSA's goal is to ensure that national (and international) policies and strategies for energy provision take into account how gender affects both men and women in accessing energy services. The GENSA project has accordingly built networks with stakeholders at professional and grassroots levels to ensure gender mainstreaming in energy planning and development in South Africa.

Integrated Planning, Development and Modelling (IPDM), Phase 1

The focus

The IPDM, funded by the department of science and technology and implemented in partnership with the CSIR, aims to develop an online facility for local government delivery planning in order to speed up delivery of housing, infrastructure, transport and other government benefits to communities.

Delivery at local level has been slow relative to the urgent need, and this is partly because there has been no available planning data for municipal planners to use in estimating the volume and character of the need for housing, which draws with it the need for linked delivery of transport and other hard infrastructure.

The HSRC's contribution is to draw together empirical data on migration, economic activity, housing and transport as the base upon which modelling



can be developed. To this end, a pilot survey of the Sekhukhune-Gauteng migration corridor was completed. The HSRC also developed a settlement typology for poor communities which allows estimates to be made of the numbers and type of housing needed at community level, for all different types of communities.

The bigger picture

This settlement typology is now online in prototype format as part of the online planning instrument produced by the CSIR, and has drawn intense interest from several government departments, including the departments of social development, housing and the Development Bank of Southern Africa.

The specific findings of the HSRC project component – documenting the sudden explosion of good-quality self-build housing and the probability that traditional housing is now disappearing – have also been presented to the parliamentary budget committee.

- Centre for Poverty, Employment and Growth

Accelerating sustainable water delivery

The focus

This project is an innovative response to the challenge of providing safe drinking water to remote rural areas in the Eastern Cape, and supported by DST. The project involves the application of known technologies, drawing on the concept of communal water stations to improve water quality from local water sources.

The project is built around a collaborative working relationship with the Council for Scientific and Industrial Research (CSIR), which did environmental assessments and needs analyses of six communities in two district municipalities in the Eastern Cape.

The role of the HSRC was to conduct social mobilisation and hygiene promotion, and to take responsibility for the performance of the project in OR Tambo District Municipality. Social mobilisation involves deep participatory methods of engagement as the task teams comprise community structures.

The bigger picture

The findings of this study included the need for strategic planning for speedier delivery; that the choice of technology was critically linked to community involvement; and that an appropriate balance between the social and technical components was needed. Most importantly, community involvement initiatives require sensitive and collaborative oversight.

Demonstration project for the City of Tshwane Municipality

The focus

This project assessed where blockages in the City of Tshwane Municipality occur, which contribute to poor service delivery across all sectors. This led to the development of an improved model of service delivery, which includes evaluation and learning.

The bigger picture

The findings highlighted particular problems in specific areas of service delivery.

In terms of organisational design, there was lack of co-ordination between the policy and implementation arms and spherical opacity in terms of which sphere was responsible for which areas. The study identified conflicting lines of responsibility and accountability arising from duplicated positions, without a centralised accountability point, pointing to a need for improved service delivery and community relations.

The reliance of the City of Tshwane on other institutions for the delivery of some of its functions also led to some delays in delivery. Internally, the Tshwane municipality is characterised by dissonance between its organisational and individual performance measures, adding to the inability of management to effectively implement the instruments.

With regard to operational efficiency, central divisions do not accommodate the specific needs of regions and the need for improved interaction between communities and councillors was re-emphasised. The high staff attrition rate resulted in a possible over-reliance on consultants.

An additional component of the study focused on what may constitute a more optimal spatial scale of delivery in the City of Tshwane. We assessed the metro's regional spatial development framework (RSDF), and made recommendations on a sub-regional model of delivery.

Informal settlements and backyard shacks in the Eastern Cape

The focus

A rapid verification study of the informal settlements and backyard shacks backlog in the Eastern Cape identified problems and informed appropriate models for housing delivery. The study covered 12 different local municipalities and in triangular fashion, combined a survey of more than 2 800 heads of households with that of 29 government officials across all spheres. Researchers then calculated the number of households living in informal settlements at 225 000, with as much as 80% of applicants not having received any feedback since applying for a housing subsidy.

The bigger picture

From a policy perspective, as much as 70% of the respondents indicated the desire to permanently stay in their current settlement. With respect to the overall situation, the study concluded that only 10% of respondents believed that there had been progress with housing delivery in their area.

Officials were also of the view that the province did not deliver on the local municipalities' expectations. Another area of concern was the perceived political interference in the appointment process, which had an adverse impact on the ability to deliver.

The Eastern Cape department of housing will use the findings from the study to inform further planning. This study may be replicated in other provinces.

The urban legacy of the 2010 FIFA Football World Cup

The focus

This project, which culminated in the publication of the book entitled *Development and Dreams*, considered the impact of South Africa's hosting of the 2010 FIFA World Cup. The interdisciplinary research project, which included academic and applied components, provided a perspective on the probable consequences of the World Cup for the South African economy and

its cities; on infrastructure development; and on the projection of African culture and readiness.

The bigger picture

This groundbreaking project represented the largest consolidated body of independent research on the subject and included a balanced and largely unsentimental mix of assessments of South Africa's prospects in these regards. It also became the touchstone of a much-needed national conversation on the 2010 World Cup, and is cited globally.

On the basis of this study, the HSRC was recently commissioned by the departments of science and technology, and sports and recreation, and the national treasury, to conduct a post-event impact assessment.

Over the course of five years, 20 seminars were held; eight journal articles published; advice and guidance provided to 15 masters and doctoral students; and more than 150 media interviews conducted.



Dr Udesch Pillay, first editor of the book, Development and Dreams, at the launch in Cape Town.

Municipality	Total households	% Informal	Number of informal	% of E.C. Informal households
EC124 Buffalo City	208 389	24.5	51 055	40.2
Nelson Mandela Metro	276 881	13.7	37 933	29.9
EC122 Mngquma	75 410	8.9	6 711	5.3
EC134 Lukanji	49 675	6.1	3 030	2.4
EC124 Amahlathi	36 389	8.3	3 020	2.4
EC157 King Sabata Dalindyebo	93 383	3.2	2 988	2.4
EC108 Kouga	19 083	13.1	2 500	2.0
EC143 Maletswai	11 443	21.8	2 495	2.0
EC156 Mhlontlo	49 861	3.7	1 845	1.5
Rest of province	764 276	2.1	15 857	12.5


EDUCATION AND TRAINING



Education and training

Improved quality of, and equality in,
education





Improved quality of basic education is an important government priority. The research undertaken in this section responds largely to basic education improvement, with emphasis on understanding how contexts, policies and politics shape and distribute educational constraints and possibilities. It also assesses enhancing access for individuals to intermediate and high-level learning and skills acquisition.

Improved quality of education

Assessing how primary school teachers evaluate pupils

The focus

A study to explore how primary school teachers understand and apply the assessment of pupils in their classrooms, the type of assessments teachers apply, and whether assessments improved the children's ability to learn, provided valuable insights.

The study comprised observing 30 teachers from eight primary schools of varying socioeconomic statuses during literacy and numeracy lessons. The same 30 teachers were interviewed about their assessment practices; their beliefs around assessment; current assessment policy; teaching and learning; their own classroom management; available resources and further training needs. There were interviews too with parent-members of the school governing body, principals, department heads and some pupils, and a review of learning material. Some 115 teachers also answered questionnaires.

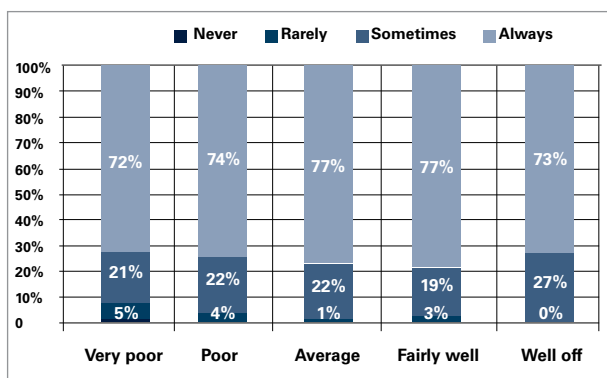
Findings

Teachers' evaluation was mainly based on tests, with major emphasis on the marks achieved. Feedback to learners consisted mostly of ticks, crosses and teachers' signatures. Verbal feedback from teachers seemed to be infrequent and mostly as a reaction to incorrect responses from learners.

There was a strong focus on lesson content and an apparent lack of emphasis on process, discussions or outcomes beyond the immediate lesson content. For data from the teacher questionnaire, there was much stronger support for teachers helping learners to understand the purposes of a lesson than for giving learners opportunities to determine their own learning objectives. Many more respondents indicated some degree of importance to learners being helped to plan the next steps in their learning, or being helped to understand assessment criteria, than said they actually practiced these in their classrooms.

As Figure 1 indicates, there were minimum differences in the teacher feedback practices, in the frequency of testing learners and in the type of assessment items used for testing between schools across the quintile rankings (quintile rankings provide an indication of the poverty ranking of a school, with Quintile 1 schools ranked as very poor and Quintile 5 ranked as well off).

Figure 1: Frequency of teacher feedback by quintile category



The bigger picture

About half the teachers found the current national policies on assessment unsatisfactory, which may well be of concern for national officials. Whether the policies were 'right' or 'wrong' is not necessarily the issue, but rather why the policies or aspects of policies were unsatisfactory.

Clearly the amount of time teachers devote to assessment and reporting, and the amount of associated paperwork, are concerns, as is the lack of

flexibility in these processes. But there are likely to be other issues which may be identified by appropriate research.

- Centre for Education Quality Improvement

Comparing teacher quality and student performance

The focus

In this study the HSRC and the School of Education at Stanford, in partnership with the University of KwaZulu-Natal and the University of Botswana, investigated the impact that school inputs made on gains in student learning; the differences in educational policies in these two neighbouring countries; and the role of such policies in shaping the quality of school inputs.

We are in the process of analysing the data and the quantitative analysis of the teacher questionnaires, as well as curriculum pacing and attendance records. The analysis will include video footage we took combined with student background data, social context of the classroom and students' academic year pre- and post-test results.

The bigger picture

This comparative study will assist in overcoming the limits of single-country educational policy research, namely that many key macro-educational policy variables – such as teacher recruitment, teacher training and school supervision – are fairly uniform within a nation, and certainly within a region. Botswana has with 'similar' socio-economic conditions, but significant differences in student performance and, possibly, educational policies.

The analysis should produce major insights into differences in classroom practices in different classroom contexts in Botswana's and South Africa's primary schools, and into the implications of those differences for variations in student learning.

- Education, Science and Skills Development

Review of school-funding policy

The focus

The national norms and standards for school funding (NSSF) require that funds are allocated to schools according to their poverty score. This was a key policy change implemented in 2006 to determine the funding for individual schools. The poverty score of each school assigns it to a quintile rank (Q1-Q5)

which, based on a pre-determined formula, governs the amount of funding the school receives.

A crucial step in determining school resource allocation is identifying the quintile rank, which is based on the poverty level of the community in which it is located. This has a profound effect on a school's budget. For example, in 2006 the allocation per learner in Q1 schools was R703 and R117 for learners in Q5 schools.

The findings

While the intention of the policy is commendable, critics believed the policy misclassified schools, giving them incorrect quintile scores. The result was that similarly poor learners were found in schools with different quintiles, since the poverty scores were based exclusively on the geographic area within which schools were located. This approach ignored the diverse nature of households and the composition of the schools' learners.

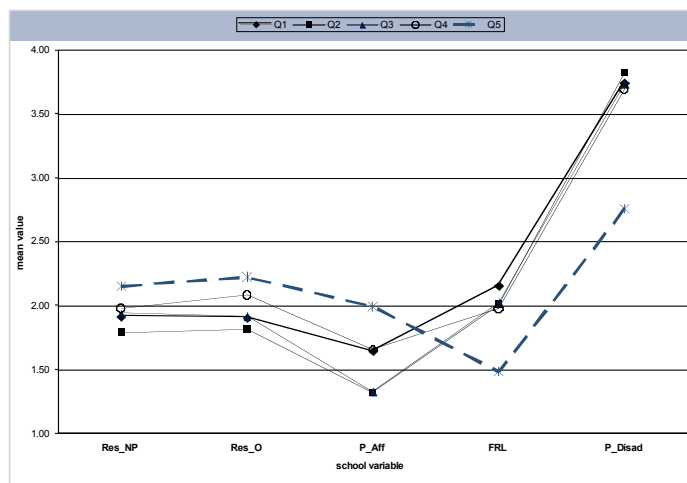
The primary data source was the 2006 application of the Progress in International Reading Literacy Study (PIRLS) 2006 database, available from the department of education. Appropriate school weights from the PIRLS data were used to generate nationally representative estimates. An extensive descriptive analysis of the data found that for every school background variable analysed, schools classified as Q5 were better off than schools in Q1. This meant that schools in Q1 that received more funding support than schools in Q5, were worse off in terms of school resources and school composition compared to schools in Q5.

However, this is not the complete story, as shown in Figure 2.

When we focused on Q2-Q4, we found that while the quintile system was able to identify schools at the absolute ends of the spectrum, the schools in the middle often looked similar and appeared better or worse in unexpected ways. Schools from Q1-Q4 were barely distinguishable in relation to mean proportion of disadvantaged learners in the school. With respect to average proportion of affluent learners, schools in Q1 were actually better off than schools in Q2.

Data about school resources and school composition revealed that those in the higher quintiles (Q2-Q4) may have resource needs as high as, or even higher than, in Q1.

Figure 2: Mean school characteristics by quintile ranking



Disad = disadvantaged learners Aff = affluent schools
Res = overall resources Resnp = non-personnel resources



This suggested that the quintile ranking system was misidentifying schools currently placed in Q2-Q4.

The bigger picture

The analysis indicates that the current quintile ranking system does not work effectively. The schools that are mostly disadvantaged are those assigned to the middle quintiles. Their needs are as great as, or greater than, those in Q1 but according to the current financing formula they receive less financial support. Differences in terms of a school's characteristics between Q2-Q4 and often between Q1-Q4 do not appear to be very large. This indicated that schools with very similar resource deprivation may be receiving widely differing amounts of financial assistance. While the difference in resource needs of schools in both these categories was arguably rather

small, under the current funding scheme schools in Q3 receive R194 less per learner than those in Q1.

In more than one instance we found that on average, a school in Q1 was better off on some indicators than a school in Q2. Looking at the average overall school resources available to schools, we found that those in Q2 had on average 1.82 units of resources. These schools received R64 less per learner compared to schools in Q1, although they are much worse off than schools in Q1.

In terms of population of learners served, we found that the Q2 schools, which received less money than those in Q1, served a greater proportion of disadvantaged learners and had fewer affluent learners than their Q1 counterparts.

This points to the urgent need for the regular reclassification of schools to ensure that those in greater need are allocated the correct quintile rank and thus qualify to receive sufficient levels of funding to meet their specific needs. Alternative approaches worth considering include calculating the quintile status of the school based on the composition of learners or on the availability and use of resources, creating only three poverty levels or some combination of these.

- Centre for Education Quality Improvement

Education, mobility and social progression

The focus

Birth to Twenty (Bt20) data is being used to explore learner mobility in the Johannesburg-Soweto area. In the context of a public schooling sector with highly variable levels of quality, many South African families are exercising what choices they have to improve their investment in their children's education by sending children to schools that are at some distance from their homes. This study looked at the distances that urban children, aged 7 and 13 years, travel on a daily basis to attend school.

The findings

Preliminary analysis revealed very high and similar levels of mobility at both ages. Only about 20% of children are attending the grade-appropriate school that is located closest to their home. Over one-third of children are travelling more than 3km to school on a daily basis, and almost 25% are travelling more than 5km to school.

	1997 (age 7)	2003 (age 13)
Proportion of children travelling over 1km	50.49%	56.75%
Proportion of children travelling over 3km	33.53%	33.96%
Proportion of children travelling over 5km	27.59%	28.96%
Proportion of children travelling over 10km	18.62%	18.66%

The bigger picture

These findings suggest that even the poorest families are making choices about the schools their children attend. It also shows the investments families are willing to make to ensure that their children have access to higher-quality educational opportunities than those available in their immediate neighbourhoods.

This finding is particularly relevant to policies governing the funding and governance of schools, because the assumption to date has been that primary school children are attending the school closest to where they live.

- Child, Youth, Family and Social Development

Teachers, equality and empowerment of girls

The focus

This study investigated the impact of gender equality policies and interventions on teachers' commitment to Millennium Development Goal number 3 (MDG 3). It addressed the question of the impact of gender equality policies and interventions on educators' perceptions; attitudes and beliefs about gender equality; and specifically, access to and participation in science and mathematics.

A total of 735 teachers from four provinces (Eastern Cape, Mpumalanga, KwaZulu-Natal, Gauteng) completed a survey that formed the basis of the study – a first in South Africa. The study aimed to identify implications and strategies for improving high school girls' access to, and success in, maths and science.

The bigger picture

The findings from the study suggested that a high number of participants were not aware of the policies governing gender equality in classrooms.

Furthermore, closer scrutiny of some of their responses suggested that gender stereotyping and potential discrimination was still rife among these teachers.

While some gains were made in terms of girls taking maths and science – especially in middle-class schools – in general, gender inequality in classrooms across the country was widespread. For example, girls continued to under-perform/under-achieve, and to be under-represented in maths. Even when teachers reported positive attitudes, they still identified lack of skills and resources as barriers to implementing gender-inclusive curricula in their classrooms.

Figure 3: Teachers' attitudes towards gender disparities in maths and science

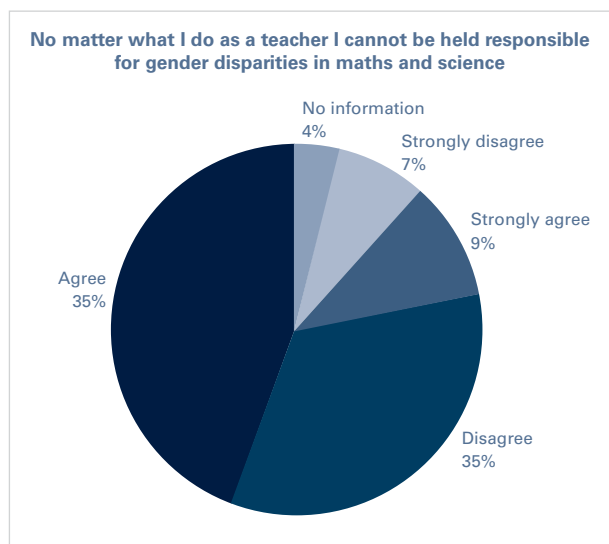
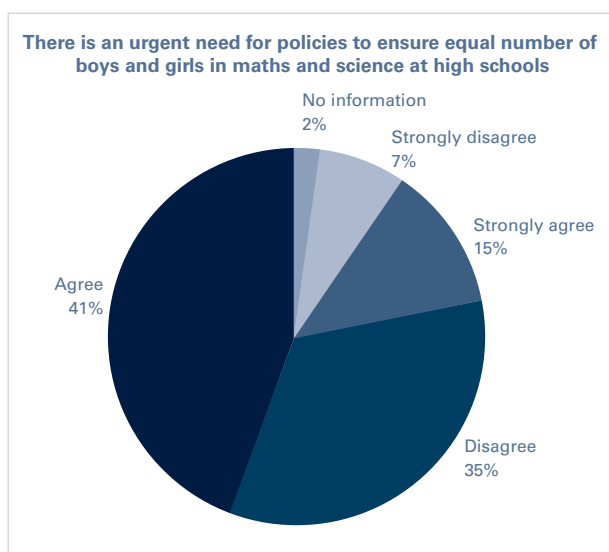


Figure 4: Teachers' attitude towards gender-inclusive policies for maths and science



- Policy Analysis and Capacity Enhancement

Extra classes = better marks, over time

The focus

The HSRC, Western Cape Department of Education and Shuttleworth Foundation worked together to study the performance of a group of grade 8 children after exposing them to an hour of extra tuition in maths and English each week, over a 20-week period from August to November 2007.

The aim was for participating learners to achieve 10 percentage points more in these subjects than a comparison group. Researchers believed that better performances in English and maths would eventually spill over into other areas of learning.

About 100 learners each from eight schools in the Metropole-South Education District, stretching from the Cape Flats to the small coastal towns on the peninsula, participated in the study. Four schools formed a control group, while the other four received the extra teaching after school (project schools).

The findings

Tested directly after completion of the sessions, the results were not encouraging. The effects of the extra classes were not as strong as anticipated and extra tuition seemed to have come too late for many learners. But one year later, in analysing the results of the same learners who had in the meantime completed grade 9, the news was more optimistic.

It seems as if the 18 months that passed since the start of the extra lessons brought clear benefits to project learners. This was especially true of those learners who had not missed more than three of the 20 sessions in grade 8.

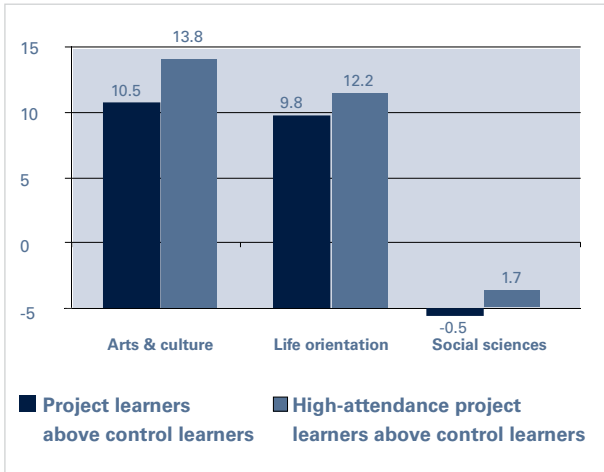
There was even better news: when comparing the year-end results of learners in the project group to those in the control group, the first group also showed widespread benefits across learning areas other than maths and English.

The bigger picture

This brings hope that one can still address one of the education system's biggest challenges by improving the performance of learners who are far below par at a later stage of schooling. Focusing on literacy and language development could bring enduring and widespread benefits across the curriculum. Such

focus should prevail from the foundation phase (grades R to 3), and extra tuition should kick in as soon as learners start falling behind in primary school (grades 4, 6, 7), but not later than early secondary school (grade 8).

Figure 5: Performance gain differences (in percentage points): grade 8 English to grade 9 text-based exit marks



Further and Higher Education

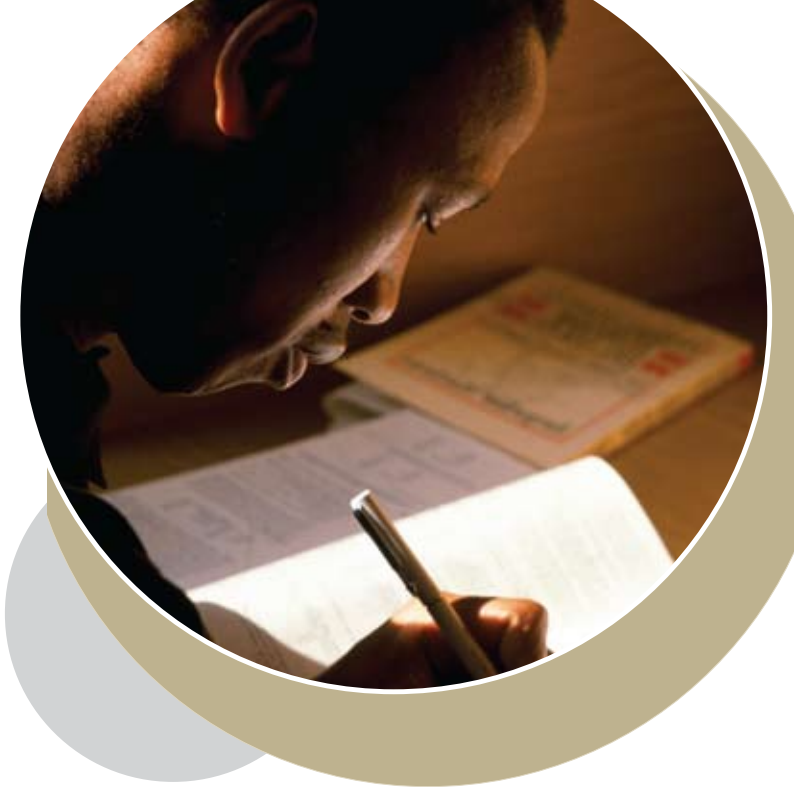
Student retention and graduate destination

The focus

Student attrition is a perennial theme within the South African higher education system. The HSRC initiated a research project to investigate more thoroughly why students dropped out, what led them to persist in higher education to graduation, and what made for a successful transition to the labour market. The findings of this project were published in a volume (Letseka, M., Cosser, M., Breier, M and Visser, M (2009) *Student Retention & Graduate Destination*), the chapters of which address these issues in relation to one or more of seven institutional case studies.

Among the key findings of the study were:

- Poverty – a feature of the student profile in a number of institutions – leads to both drop-out and stop-out. Apparent non-completers ‘drop out’ of higher education only to return to their studies after earning sufficient money to pay for them;
- The slow pace of institutional change has deleterious effects on student throughput;
- The tension between success and diversity may be mutually compromising for an institution;
- Discrimination persists in the labour market absorption of black graduates; and
- Race remains the most significant determinant of graduation and employment – though not of earnings in the labour market.



The bigger picture

The department of higher education and training has taken these findings into account in its revision of the National Student Financial Aid Scheme and in its development of guidelines for the social and academic transformation of universities.

- Education, Science and Skills Development

Studying ambitions

Waning ambitions to enter higher education

The focus

A study of 20 659 grade 12 learners in 362 schools in 2005 showed, among many other findings, that the majority planned to continue with their studies (72%), but only 3% of learners planned to study education. The low interest in studying education is of particular concern, from three perspectives:

- White learners were significantly keener to study education than black learners. There is a dire need for well-qualified teachers in rural areas, and white education graduates are unlikely to satisfy that need.
- The study shows a possible disjunction between graduation in education and uptake in the teaching profession, which has implications for faculties/schools of education whose aim is to produce teachers for the schooling system.

A study of 20 659 grade 12 learners showed that the majority planned to continue their studies (72%), but only 3% of learners planned to study education.

More emphasis would need to be placed on career guidance and screening to ensure that faculties/schools of education do not become transit stations for undecided students or an easy means to qualifications for employment in other fields. In this regard, the linking of the awarding of bursaries to service contracts, outlined in the National Policy Framework for Teacher Education and Development in South Africa, is to be welcomed.

- The majority of black learners indicated that they would prefer to qualify to teach in secondary schools or in special education rather than in primary schools. Were these preferences to be realised in enrolment decisions, there would be major implications for foundation phase teaching, especially in the mother tongue.

The bigger picture

What the low aspiration for enrolment in education programmes indicated, was that far more emphasis would need to be placed on recruiting aspirant students into such programmes at school and community levels. Teaching needs to be sold to learners. Ironically, however, it is unlikely to be bought by pupils who are themselves the products of inferior teaching role models. These self-perpetuating cycles point to the need for more research into what university faculties are doing in this regard, what they can do better and what kind of support is needed.

The full report, *Studying Ambitions*, can be downloaded for free or ordered from www.hspress.ac.za

- *Education, Science and Skills Development*

Developmental role of universities

The focus

Two-and-a-half years of research, funded by the Canadian International Development Research Centre (IDRC), culminated in an international workshop on the developmental role of universities in the south.

The main aim was to develop a comparative book on the nature of university-firm interactions in the context of systems of innovation and human capabilities in two countries in Africa, Latin America and Asia.

A public seminar provided the opportunity for engagement with local higher education, and science and technology, researchers and policy-makers.

The bigger picture

This work has been extended to a new project, funded by the National Research Foundation and the department of science and technology, and will map the ways in which academics in different types of universities and disciplinary fields extend their scholarship to the mutual benefit of a wide range of external social partners, such as communities, local government and firms.

- *Education, Science and Skills Development*

An audit of Further Education and Training (FET) colleges

The focus

FET colleges are key institutions for intermediate skills development. With the migration of the FET college sector from provincial education departments to the national department of higher education and training (DHET), the national board for further education and training (NBFET) – a body advising the minister of higher education and training – commissioned the HSRC to undertake an audit at 50 colleges.

The project, undertaken in May 2010, involved site visits to the central campuses of the colleges to audit their governance, management and administration systems as well as to collect data on their student and staff profiles and their efficiency indicators.

The bigger picture

The results of the audit will contribute to a better understanding of whether colleges are in a position to operate under the DHET according to the defined autonomy model outlined in the FET College Act of 2006. They will also update the country on the size and shape of the FET college sector.

Growing our own timber: capacity development

The focus

The capacity development efforts involved a very busy internship programme, engaging 87 research trainees, 38 masters students, 35 doctoral students and 14 postdoctoral research fellows.

The past financial year implemented, for the first time, the 75:25% ratio between South African interns and non-South African African interns. Only in the category of doctoral candidates did we get close to

meeting the non-South African target by reaching 23%. Advertisements have been placed on the internet and in other media, and we expect to do better during the 2010/11 year.

In the reporting year, the dedicated capacity development unit, assisted by the Child, Youth, Family and Social Development (CYFSD), held 24 seminars and workshops on research topics. These covered areas such as mastering information resources; weeding 'the good from the bad'; and participatory research methods with children and young people, and the Statistical Package for Social Sciences (SPSS).

These include the following:

- a researcher training policy
- norms and standards for postdoctoral research fellows; and
- terms of reference for a capacity development applications review committee.

During this period the HSRC internship co-ordinators' forum and the applications review committee were established. An effective database management system was also developed, which was installed on the intranet and regularly updated.



The CYFSD played a large part in these seminars, running a lunchtime staff development seminar that was open to everyone in the organisation. Highlights included topics on research ethics, conducting literature reviews, the challenges of publishing, reviewing articles for journals, project management, participatory research methods, taking leadership, proposal writing and using theory in research.

In addition to these seminars, postdoctoral research fellows, doctoral interns and masters interns participated in peer-group sessions during which interns presented their work and were given valuable feedback.

The programme continued to grow and improve as management developed and approved a number of policies pertaining to research trainees.

Another milestone was compiling 'intern achievement' reports. Although we were unable to reach all the interns in the process, as some of them had left during the year, this was a very positive development.

The bigger picture

Capacity development at the HSRC is both a directive laid down in the Human Sciences Research Council Act, 2008, and when looking at the bigger picture, namely being proactive in meeting the research training needs of the organisation and the social science research community locally and elsewhere in Africa.

Overall, judging from the number and the quality of research outputs, it is obvious that the interns benefited from the research mentorship and training programmes.

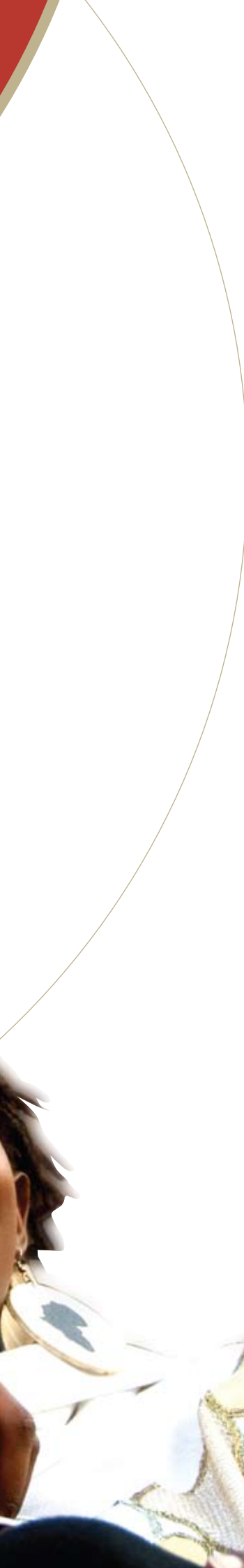
HEALTH CARE AND HEALTH SYSTEMS



Health care and health systems

Understanding the impact of HIV and AIDS,
and enhancing the quality of health services





Under this theme we include a multitude of large, policy-relevant research projects on the behavioural and social aspects of the HIV epidemic, nutrition and research on a national health system. HIV and AIDS studies range from drawing global attention to the need for better policies to address the plight of children, to investigating programmes that may contribute to prevention of infections in the young and in vulnerable groups.

The social aspects of HIV and AIDS and nutrition

HIV survey shows epidemic has stabilised

The focus

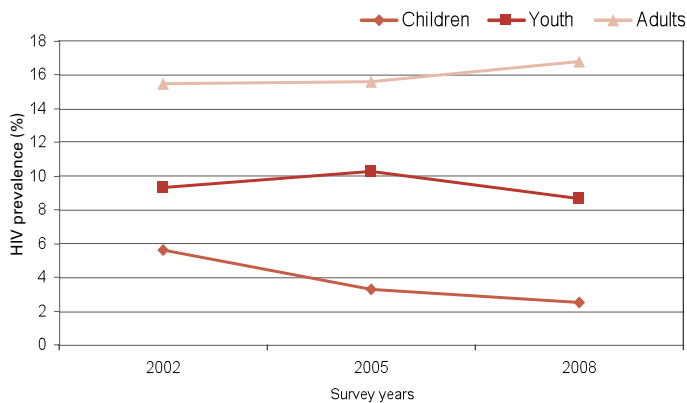
The third national HIV prevalence, incidence and communication survey, which was conducted in 2008 and which followed surveys in 2002 and 2005, enabled the HSRC to measure trends and changes in the epidemic over time and to report essential data for national indicator reporting. This responsibility was given to the HSRC in the South African National Strategic Plan (NSP) of HIV & AIDS and STIs 2007-2011.

The specific objectives of the study were, among others, to determine the prevalence (total infection rate) and incidence (new infections) of HIV infection; assess the relationship between behaviour and HIV infection; describe trends in HIV prevalence, HIV incidence and risk behaviour from 2002 to 2008; and assess major national behaviour change communication programmes.

The bigger picture

Positive trends and changes include the reduction of HIV prevalence in children aged 2-14 years and most notably, the decline in HIV prevalence in the teenage population, which contributed to the overall decline in HIV prevalence among the youth. The decline in HIV prevalence in the teenage population of 15-19 years in 2008 is corroborated by decreases in mathematically derived HIV incidence in this age group.

Figure 1: Trends in HIV prevalence (%) by age, 2002-2008



Other positive trends are that the number of people aged between 15-49 years who are aware of their HIV status doubled between 2005 and 2008; condom use has increased markedly throughout the country; and the reach of ongoing national programmes has increased among young people and adults.

Major challenges that require concerted and intensive efforts over the short term are:

- HIV infection risks remain high in South Africa, and this requires changes in sexual behaviour to counter new infections;
- Women aged 25-29 continue to record very high levels of HIV (33%, sustained over three surveys);
- The percentage of female teenagers (15-19 years) who have sex with older men has increased substantively; and
- High partner turnover remains a risk.

Taking HIV prevention into homes and neighbourhoods

The focus

HIV prevention cannot be effected by health services alone. As part of Project Accept, we have mobilised communities and provided both rapid mobile testing and post-test support so that as many people as possible can learn their status in a relatively short period of time. Over three years, we effectively



delivered these prevention services to 35 000 people, and we tested more than 45% of people aged 16 years and older.

The bigger picture

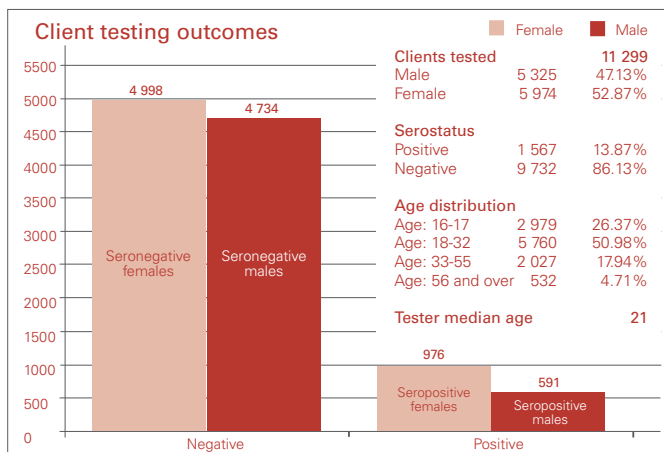
By this method we hope to achieve a tipping point that changes the course of the epidemic, reducing recent incidence of HIV infection, the stigmatisation of households affected by HIV/AIDS, and individual risk behaviours for HIV infection.

Early results indicate that an active outreach approach successfully reaches young people and roughly equal numbers of men and women. We are currently conducting a post-intervention assessment, comparing intervention to control communities on biological, behavioural and cost outcomes. This requires us to assess 11 440 young adults (aged 18-32), collecting blood samples for HIV testing and CD4 counts, as well as behavioural risk questionnaires.

Figure 2: HIV prevalence among the most-at-risk populations, South Africa 2008

Most-at-risk population	Number	HIV + %
African females 20-34	1 395	32.7
African males 25-49	944	23.7
Males 50 years and older	946	6.0
Men who have sex with men	86	9.9
People who are high-risk drinkers	965	13.9
People who use drugs for recreational purposes	490	10.8
People with disabilities	458	14.1

Figure 3: Project Accept intervention outcomes by gender, age and serostatus



- Child, Youth, Family and Social Development

Masihambisane: HIV-positive women working together

The focus

An estimated 1.4 million pregnant women were living with HIV (WLH) in low- and middle-income countries in 2008. South Africa and Nigeria have the highest numbers, each with some 200 000 pregnant WLH. Up to 40-60% of pregnant women in KwaZulu-Natal are HIV-positive. Given that antiretroviral (ARV) medications can reduce HIV transmission to less than 2% at childbirth, and exclusive breastfeeding for six months also minimises risk of transmission, effective programmes to prevent mother-to-child transmission (PMTCT) for WLH in South Africa are both feasible and urgently needed.

Masihambisane is a randomised controlled trial in four intervention and four control clinics to test the effectiveness of structured paraprofessional support by WLH who are positive role models to newly diagnosed WLH. This support aims to help them meet their antenatal and postnatal challenges for better health and mental health, and to help them cope with stigma. The outcomes measured are mother, child and family health, and wellbeing.

The bigger picture

Two years into the study, which has used an innovative mobile phone data collection strategy, we have enrolled 1 200 women and followed about 70% at six weeks and six months post birth. Follow up to one year is underway. Early results indicate positive effects of the programme on a number of indicators of child and mother wellbeing.

- Child, Youth, Family and Social Development

Palliative care to protect and support young children and their families

The focus

In 2008 we developed and field-tested a programme to improve the care of children in hospitals under conditions of high HIV burden among young children. Building on this experience and in collaboration with colleagues from the Hospice and Palliative Care Association of South Africa and at Oxford University, with support from the Diana, Princess of Wales Memorial Trust, we conducted formative research to design a palliative care programme to support young children and their families at home.

The bigger picture

Implemented by community health and other paraprofessionals, the programme aims to build confidence and support to enable home-based care workers, not only to tend to the physical needs of extremely ill children, but also to listen and respond to the social and psychological needs of children and families, and to prepare them for the challenges that lie ahead.

Training materials have been prepared and are being shared with colleagues in the field in southern Africa and abroad before being field-tested.



The AIDS Action Team has trained over 150 home-based carers (mainly rural women) in providing basic nursing skills.

An illustration from the home-based palliative care training programme



- Child, Youth, Family and Social Development

Building on what children know: 'Who wants to experiment with AIDS?'

The focus

The African Sexual Knowledges Project is a three-country research collaboration between South Africa, Tanzania and Kenya, conducted with the Cambridge University Centre for Commonwealth Education and the Aga Kahn University, East Africa.

By interviewing teachers and primary school children (aged 11-13), it seeks to provide a model for consulting pupils regarding their everyday sexual knowledge in order to help teachers adapt sex education curricula to children's needs.

The bigger picture

An important research finding to date has been children's response to the age-old conundrum that providing sex education will promote sexual experimentation. Children eloquently describe how 'teachers are careful with us because they think we are still young' but want teachers to 'spit it out' and engage with what they already know about sex, AIDS and relationships. Some insightfully raise the fear that teachers 'think we are going to be naughty or sometimes experiment with what they told us'. When asked whether they would experiment, one group of children in South Africa astutely responded: 'No, who wants to experiment with AIDS?'

In most schools studied, teachers mentioned that they were aware that children were exposed to sexual acts, drugs and sexual abuse in the community from a young age, but that they found it hard to use children's everyday knowledge in the classroom.

They were especially aware of the traditional distance between teacher and student, and were also afraid of falling foul of community (cultural, religious and parental) taboos on talking to children about sex.

- Child, Youth, Family and Social Development

Training traditional surgeons and nurses to safely circumcise



Xhosa amaKwetha (young men who have just been circumcised as part of their initiation into manhood) outside their hut.

The focus

The aim of this study was to assess the safety of traditional male circumcision practices among Ndebele traditional surgeons, following five days of training by direct observation of circumcision procedures.

The sample included eight Ndebele traditional surgeons and traditional nurses, and 86 initiates (*abakhwetwa*) from two districts in Gauteng in

South Africa. A structured observations tool was administered by a trained research doctor during circumcisions and (wound) care of the initiates of the trained traditional surgeons.

Results indicate that from the observations of 86 traditional male circumcisions, a high number (37%) of adverse events were recorded (such as excessive bleeding, excessive skin removed and damage to the penis), and in six cases the use of one instrument for the circumcision was observed.

The bigger picture

Before scaling up and/or considering integrating traditional male circumcision services into medical male circumcision services in South Africa, a careful strategy to minimise unnecessary morbidity and improve fundamental elements in current traditional male circumcision techniques, is required.

In addition, the study recommended that legislation and control of traditional male circumcision in Gauteng (the study area) be improved to make such practices safer and prevent adverse events from occurring.

- Social Aspects of HIV/AIDS and Health

Survey to measure satisfaction in Eastern Cape clinics

The focus

Patients' views are increasingly being taken into account in policy-making. Understanding populations' perceptions of quality of care is critical to developing measures to increase the utilisation of primary health care services, and patient satisfaction surveys is one of the measuring tools. The directorate for customer care of the Eastern Cape health department contracted the HSRC to conduct a patient satisfaction survey in 266 clinics, involving 19 136 patients located in three health districts, namely Amathole, OR Tambo and Chris Hani.

Data was collected by trained fieldworkers using a patient satisfaction survey questionnaire. Findings were as follows:

- about 60% reported that nurses were empathetic;
- about 65% were happy with physical and financial access to clinics;
- about 70% were happy with the physical infrastructure of their clinics;
- about 75% reported that the standards were good;
- about 80% felt assured of services; and

- more than 90% were generally satisfied with the primary health care services received.

The bigger picture

While clinics performed well in some areas, there was definitely room for improvement. An intervention strategy that focused on health workers, patients and health systems was developed, based on the gaps in delivering an effective service.

- Social Aspects of HIV/AIDS and Health

Minimum standards for testing and counselling

The focus

SADC's HIV and AIDS office in Gaborone, Botswana, commissioned a multi-country project to develop minimum standards for HIV testing and counselling, and for the prevention of mother-to-child transmission (PMTCT) of HIV in the SADC region. A multi-country research team assessed PMTCT and testing and counselling practices in 14* of the 15 SADC countries, in conjunction with focal point persons in each member state through the Social Aspects of HIV/AIDS Research Alliance (SAHARA) network, based at the HSRC.

The findings were presented at a consensus workshop in Zimbabwe in May 2009. The findings included the following:

- The achievements and challenges in PMTCT and testing and counselling programmes would be shared among the countries.
- Proposed regional minimum standards for harmonised approaches to PMTCT and HTC were agreed upon.
- Consensus was reached on the implementation mechanisms for the proposed minimum standards.
- A roadmap was developed for finalisation and approval processes for the proposed minimum standards.

The bigger picture

Following the workshop, the consolidated reports on PMTCT and counselling and testing were revised and re-submitted to SADC. In November 2009, the joint SADC Council of Ministers of Health and Ministers responsible for HIV and AIDS approved the guidelines and minimum standards for implementation in the 14 participating countries.

** Madagascar was excluded owing to political unrest at the time of the study.*

- Social Aspects of HIV/AIDS and Health

Lipstick and HIV prevention

The focus

Globally, experts agree that gender equality is critical to effective HIV prevention. However, despite some pockets of success, efforts to advance gender equality in this context have been hindered by a range of factors. But then a cosmetics house got involved. The MAC AIDS Fund Leadership Initiative (MAFLI) is a one-year fellowship designed to respond to the complex challenges of promoting gender equality in the context of HIV prevention in South Africa.

MAFLI supports the emergence of new leaders who will contribute to the development of a range of effective approaches to reducing the spread and impact of HIV and AIDS, and to advancing gender equality in South Africa. The initiative was launched in April 2007 in collaboration with the HIV Centre for Clinical and Behavioural Studies (Columbia University, New York City) and the UCLA Programme in Global Health (University of California, Los Angeles). In January 2009 the HSRC joined the programme as the South African partner.

The fellowship provides training, support and pilot funding for participants to develop and implement context-appropriate HIV prevention projects in their own communities and organisations. Three cohorts of fellows (34 in total) have so far entered the programme; the fourth cohort was due to start training in March 2010.

The bigger picture

The training aims to expand the fellows' knowledge of HIV and AIDS research, policy and programming, as well as to provide comprehensive, evidence-based information on HIV transmission and prevention and of the links between gender inequality and the spread of HIV. It also aims to develop leadership skills; skills for gender empowerment and advocacy; and skills to design and sustain an HIV-prevention programme. It also provides opportunities for fellows to network with local leaders, advocates, media and service providers in the field of HIV prevention, as well as with previous cohorts of MAFLI fellows.

A key outcome of the training is that, under the guidance of MAFLI programme staff, each fellow designs a unique HIV-prevention plan with concrete goals, objectives and evaluation components. At the conclusion of the two-month training period, the programme provides pilot funding for fellows to carry

out their HIV-prevention plans. Fellows receive 10 months of mentorship, advice and feedback to support the successful implementation of the prevention plan.

- Policy Analysis and Capacity Enhancement

New centre to study the social and environmental factors of nutrition



Professor Demetré Labadarios, who heads up the Centre for the Study of the Social and Environmental Determinants of Nutrition, meets health minister Dr Aaron Motsoaledi at the launch of the centre, with Dr Olive Shisana looking on.

The focus

It is being increasingly realised that understanding the molecular level of nutrition on its own is inadequate in understanding the underlying causes of the rising prevalence of obesity, diabetes and other chronic lifestyle diseases.

What is perhaps of greater interest and complexity is the failure of interventions to combat the ills of under- and over-nutrition which – in the South African and other developing countries context – do actually coexist in a given household.

The new HSRC Centre for the Study of the Social and Environmental Determinants of Nutrition, launched

by health minister Dr Aaron Motsoaledi on 15 March 2010 in Cape Town, is set to become an important tool in undertaking upstream research, leading to policy recommendations that could contribute to improving the nutritional status of the population.

The bigger picture

The centre aims to investigate the integration of the molecular and social aspects of nutrition to enhance the quality of life of the country's population through excellence in nutrition research and its dissemination. It will undertake innovative and collaborative research into the social and environmental factors of nutrition, which will lead to the improvement of nutrition knowledge and nutritional status in the country, the continent and internationally.

- Centre for the Study of the Social and Environmental Determinants of Nutrition

Nutritional status and food security of Zambians

The focus

In February 2010 the Food and Agriculture Organisation (FAO) requested the HSRC to work with the Zambian Food and Nutrition Commission.

The project involves assessing the mean daily food intake of children and adults through questionnaires. A biodiversity questionnaire will assess the scarcity of indigenous foods that are harvested from the environment. Semi-structured questions will be used to collect data on agricultural biodiversity, and the Household Food Insecurity Access Scale (HFIAS) will be used to assess food security. This assessment is based on the principle that the experience of food insecurity causes predictable reactions and responses that can be captured and quantified through a survey and summarised in a scale.

The bigger picture

Available information on the nutritional status of the Zambian population in 2007 is disturbing. To highlight a few statistics, 45% of children under five years were stunted, 19% were underweight and 5% were wasted; 30% of schoolchildren had goitre; and 54% of pre-school children suffered from sub-clinical vitamin A deficiency.

This comprehensive study will serve to prepare a nutrition policy for the country as a whole. A pilot

study was conducted to test the actual questionnaires to see if they were clear and understood by all.



Participants in the nutrition study in Zambia complete questionnaires on food security.

- Centre for the Study of the Social and Environmental Determinants of Nutrition

Health systems

The road to a national health insurance system

The focus

The majority of financial and human resources for health care are located in the private health sector, serving a minority (particularly the 14% of the population who are medical scheme members). In contrast, the public health system struggles to meet the health care needs of the vast majority of the population with extremely limited resources.

The key objective of introducing a national health insurance (NHI) system is to address the problems of the dual health system, by promoting social solidarity in order to achieve universal coverage.

To develop a detailed policy proposal and a plan on the NHI, a national task team, and later a ministerial advisory committee, was established by the minister of health.

The HSRC provided logistical assistance by establishing a secretariat for the NHI national task team, the precursor to the NHI ministerial advisory committee. The secretariat handled administrative duties, and conducted relevant secondary and implementation research on NHI.

Implementation research focused on key policy design issues such as a single or multi-payer system; South Africans' attitudes towards universal coverage and social solidarity; the development of facilities, a health professionals database and GIS mapping; and the costs of a NHI plan. It also involved the design of revenue analysis models, and human resources modelling of norms and standards.



The bigger picture

The national task team set out to develop an NHI draft proposal. This was achieved within 10 months, after which it was officially handed over to health minister Dr Aaron Motsoaledi. The ministerial advisory committee was subsequently established to finalise the proposal on the NHI. The government, through the department of health, has been mandated to facilitate the process of policy implementation on the NHI.

POVERTY AND FOOD SECURITY



Poverty, food security and social exclusion

Research-based solutions for vulnerable communities





All our research eventually aims to contribute towards alleviating poverty through research and development, but some of the research is directed towards interventions that could directly influence the dire situation of deprived communities. For this reason our studies also centre on social exclusion of certain groups from engaging fully in society, and what can be done at policy level to improve their situation.

The gendered dimensions of food security

The focus

This study involved a literature review of the role gender plays in food security, with reference to the current, critical literature relevant to South and southern Africa, and to a lesser extent, Africa. It describes the local environment that influences the relationship between gender, policy and food security; addresses the socio-political context of gender and food insecurity, existing policies, some theoretical approaches to food security; and concludes with programmatic and policy interventions.

The bigger picture

The results of the study demonstrated that there was a gap in our knowledge about the gendered dimensions of food security, necessitating further research into the empirical, theoretical and policy implications for food security of this aspect of gender. Preliminary evidence suggested that women and girls were most-at-risk-populations and therefore vulnerable to food insecurity due to their limited access to and control of resources, be it land, water or failing support systems, compared to men.

There was also a mismatch between policy and programmatic work; this was a real, material and policy variable that requires attention in future work. The study suggested that gender needs should be more strongly foregrounded as a feature of the policy framework, and that programmes focused on female-headed households required attention.

- *Policy Analysis and Capacity Enhancement*

Women and poverty reduction

The focus

This project, informed by the notion that women are disproportionately affected by poverty, examined the implications of taking action to moderate the gendered aspects of poverty in South Africa. It also aimed to identify and analyse local and international integrated approaches to this facet of poverty.

Unlike many projects, which address poverty from the researchers' and policy perspectives, this project framed 'voice', 'dialogue' and 'targeting' as central to understanding gender and poverty reduction in South Africa. To achieve this a symposium was held in which various partners – among them the ministries of social development; women, children and people with disabilities; and the University of Fort Hare – contributed papers and deliberated on the issues pertaining to this subject.

A special edition of the feminist journal, *Agenda*, appeared in 2009 on the theme of gender and poverty reduction. The guest editors were Professors Relebohile Moletsane and Vasu Reddy (both from the HSRC), with contributions from a wide variety of stakeholders, including those who presented at the symposium, and others not represented at the conference.



The bigger picture

From the collected data the study will identify implications for policy and practice in devising poverty reduction strategies, looking through a gender lens and by the perspectives and voices of those targeted, and those who develop and implement interventions aimed at serving the needs of the poor.

- *Policy Analysis and Capacity Enhancement*

Developing an indigent exit strategy for the City of Tshwane

The focus

National legislation indicates that indigent residents have access to basic municipal services, and those households are put onto an indigent registry. Studies in this area generally focus on appropriate poverty alleviation mechanisms for specific situations. But in this groundbreaking study, the City of Tshwane municipality commissioned the HSRC to develop a strategy and monitoring tools with foresight as to the ladder out of this state of poverty, called an exit strategy.

The strength of the project lies in recognising the link between the form that the indigent register takes and the resultant exit strategy. The comparative focus on other metros and their respective approaches to the construction of an indigent register resulted in nuanced recommendations for Tshwane Municipality to follow, informed by practice and empirical reality.

The bigger picture

The study highlighted the problematic and elusive nature of categorising poverty, and the more intractable problem of getting people out of poverty and breaking the cycle of dependency.

Many approaches have been tried, none of which have been an unqualified success. Proposals following from this study included the necessary caveats and avoided dogma by enumerating the strategic issues to be considered as part of any model going forward.

- *Centre for Service Delivery*

Skills workshop to profile multiple deprivation in Limpopo

The focus

A workshop in collaboration with Oxford University to teach people the skills of profiling multiple deprivation in Limpopo using a statistical software package (STATA) and the South African Index of Multiple Deprivation (SAIMD) data set, formed part of a joint project between the HSRC and the Centre for Analysis of SA Social Policy. The Monitoring and Learning Facility, which provides pro-poor policy development support in the office of the Presidency, supplied additional resources to enable two academics from the University of Venda to attend the event.

The bigger picture

This project-based learning initiative, whereby people acquire skills during the workshop and then apply these skills to collectively identified projects directly relevant to their work and areas of interest, targeted senior civil servants in the Limpopo provincial government and staff at the HSRC.

- *Policy Analysis and Capacity Enhancement*

Improving quality of life in Limpopo

The focus

The office of the premier in Limpopo approached the HSRC to provide technical assistance in the review of Limpopo's 2004-2014 provincial growth and development strategy (PGDS), and to recommend baselines and performance targets that could be used to review progress made towards the goals and objectives of the PGDS.

The research focused on the objective in the PGDS as laid out in the document *Improve the Institutional Efficiency and Effectiveness of Government*. The findings and recommendations of the research would be used by the office of the premier and Econosec-Limpopo in their review of the PGDS.

The results of this research were presented to the Limpopo Monitoring and Evaluation Forum

at the end of August 2009. All data, analyses and recommendations from this research have been submitted to Econosec-Limpopo and the office of the premier for them to draw on.

Some of the key issues coming out of the research were role confusion and unclear vision; incorrect appointments being made; politicians did not understand the implications of new decisions and the chaos and uncertainty that came with that; and spending the budget was more important than how well it was spent.

The Latin roots of the word 'moral' address the essence of what it is to be human: to be flourishing individuals within flourishing communities... we flourish through promoting the flourishing of others

(Archbishop Thabo Makgoba, Moral State of the Nation Address, 3 February 2010)

The bigger picture

This research will be used by the research-based consultancy AFRc to assist the Limpopo office of the premier to establish and implement a monitoring and evaluation (M&E) framework. M&E, as a discipline, has a large vocabulary of terms and phrases, and the implementation of any such framework must be supported by a common understanding and usage of this vocabulary.

This document was written with the understanding that the 2009 PGDS and the supporting M&E framework, to be established with the help of AFRc, were the lead documents with respect to M&E in the province.

- *Policy Analysis and Capacity Enhancement*

Policy to support vulnerable children in Namibia

The focus

With 106 000 beneficiaries in September 2009, Namibia's rapidly growing system of income grants to support orphans and vulnerable children (OVC) wished to benefit from an evaluation geared towards improving its efficiency and effectiveness.



Commissioned by the Namibian ministry of gender equality and child welfare and UNICEF Namibia, the HSRC worked in collaboration with Survey Warehouse to do a qualitative study, involving focus groups and key informant interviews in three regions of the country.

The study focused on barriers to grant access; the contribution of the grants to meeting child basic needs and enhancing access to critical services; and the impact of grant administration on social worker capacity to fulfil other service delivery obligations.

The study found that transport costs, lack of awareness, bureaucratic challenges and problems with essential documentation were the most cited barriers to obtaining grants. While grants contributed to basic needs such as food and clothing, many recipients also used grant income to pay school fees and related expenses from which OVC are supposed to be exempt.

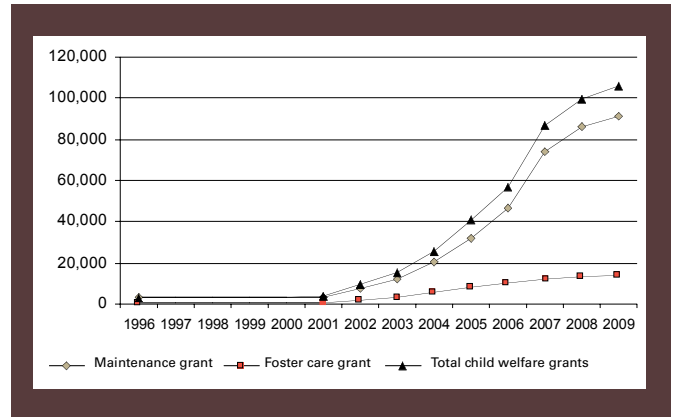
There were also reports of OVC being turned away from public health facilities because they could not pay user fees, or being made to wait while paying clients were attended to first. Finally, the study found that the processing of applications for foster care grants placed significant strain on governmental human resources, which weakens provision of other critical services for child wellbeing, such as psychosocial support and progress monitoring.

The bigger picture

The Namibian government acted on a key recommendation of the study, namely that the value of all child welfare grants should be equalised. Other recommendations included making a single universal grant – potentially means-tested – available to all Namibian children regardless of their orphan status,

and raising the value of grants to reflect the real costs of caring for a child.

Figure 1: Rapid growth in number of beneficiaries of maintenance and foster care grants in Namibia since 1996



- Child, Youth, Family and Social Development

A society with more than a few good men

The focus

Men are frequently portrayed as neglectful, abusive, sexually uncontrolled and violent. On the other hand, the notion of ‘the good man’ is a deeply and prevalently valued ideal – devoted son, loyal friend, diligent worker, loving father and wise guardian.

Seed funding from the department of science and technology’s Grand Challenges of Human and Social Dynamics was used to begin a five-year study focusing on men’s morality, asking questions about who are ‘good men’ and in whose view.

The study includes collaborators and research trainees from six South African universities and two international institutions. Achievements to date include establishing a research agenda, running a successful symposium in November 2009 and preparing a special issue for the *Journal of Moral Education*, to be published in September 2010.

The bigger picture

The study investigates the social, cultural and environmental requirements for a society with more than just ‘a few good men’, as seen from different perspectives. In particular the study asks what defines a good man, how men’s values have changed over time, and the role of culture and poverty in producing different ideas of morality.


SCIENCE FOR SOCIETY



Science for society

Research and development for a knowledge-based economy



A photograph showing a man in a white sweater and dark beanie sitting on a wooden stool. He is looking towards the right. Next to him is a rusty metal cart or trolley loaded with various items, including a large orange bucket, a green tarp, and other miscellaneous objects. The background is a weathered, light-colored wall with peeling paint. The sky is clear and blue.

The link between innovation and social and economic development is the subject of much of the research undertaken by the HSRC. Studies conducted in this area reflect the global movement of economies to a more knowledge-intensive orientation. They also highlight new data collection techniques using mobile technology, being pioneered by the HSRC.

Indicators for research and development

The focus

Since 2002, the Centre for Science, Technology and Innovation Indicators (CeSTII) has completed six full research and experimental development (R&D) surveys on behalf of the department of science and technology (DST) and reported on the 2007/08 survey during the reporting year.

The R&D survey results for 2007/08 indicate that although South Africa's R&D expenditure increased from R16.5 billion in 2006/07 to R18.6 billion in 2007/08, this did not keep pace with the growth of South Africa's GDP and R&D expenditure, as a percentage of GDP fell slightly from 0.95% of GDP in 2006/07 to 0.93% in 2007/08.

In terms of the number of full-time equivalent researchers per 1 000 total employment, South Africa scores a low of only 1.5 researchers per 100 total employment, compared to 1.9 for China, 2.9 for Argentina and 9.5 for Korea. This is indicative of the general shortage of skilled workers in South Africa.

The bigger picture

CeSTII has undergone the South African Statistical Quality Assessment Framework (SASQAF) with Statistics South Africa and the department of science and technology and its joint Quality Management Plan (QMP), and is on the verge of being approved by Statistics South Africa. Hence, the R&D surveys are now a component of South Africa's official statistics. The results of the surveys are also published internationally by the OECD and UNESCO.

The work informs government's strategic planning processes and provides inputs for policy-makers. Expenditure on R&D as a percentage of GDP and the number of researchers measured through the survey comprise Development Indicator number 10 on future competitiveness in the Development Indicators 2009, produced by the Presidency.

Mobile phones for data collection

The focus

Using mobile phones as a platform for data collection, Child, Youth, Family and Social Development has pioneered innovative data collection techniques as well as faster ways of delivering essential services to health facility clients and data to researchers.



The data curation project has focused solely on SASAS data and has achieved the following outputs:

- Data and metadata for SASAS 2003 have been disseminated on a web portal.
- Data and metadata have been curated and archived for SASAS 2004 to 2006.

All data is preserved in ASCII-fixed format and is converted to other data formats such as SPSS, SAS and STATA.

The bigger picture

All the remaining social attitudes surveys, including client surveys undertaken by the HSRC, will be curated and preserved to ensure future accessibility of data with prior approval. Documents such as terms of reference, project proposals and any supplementary documentation containing information about a project will also be digitally preserved and maintained for further use and analysis.

WORLD OF WORK



World of work

Addressing the challenges of sustainable economic growth





Research in this area encompasses studies into the labour market, employment creation, and human resources development. It seeks to address the key national imperatives to improve equitable access to skills acquisition, employment strategies and sustaining economic growth. It also covers guidelines for a human capital development strategy in the biodiversity conservation sector.

Employment scenarios

The focus

Our vision is to develop concrete, evidence-based employment scenarios that can offer guidance to policy- and decision-makers in respect of sustainably halving unemployment and poverty, backing this up with research evidence.

In the first phase, we presented three scenarios showing how wage income might grow in future. With the economic downturn, we revisited these scenarios and provided guidance as to how employment might still be halved with the expansion of special interventions.

In 2009/10, special contributions were made in respect of public employment, addressing youth unemployment and promoting employment through procurement.

The bigger picture

There has been continued success in drawing together top experts, opinion-makers and decision-makers in disseminating ideas. We have developed an innovative network model in scenario building that operates like a hub and spokes, with a core employment scenarios group, and links to major stakeholder networks and decision-making forums. The HSRC Employment Scenarios are now seen as one of a few major documents that need to be read in respect of the country's economic future.

- Centre for Poverty, Employment and Growth

Public employment scenarios

The focus

We completed research on public employment scenarios and its proposals for drawing more youth into the lower ranks of the public service.

The bigger picture

These public service scenarios became part of the government's mandate at the March 2010 Public Service Summit, and will be pursued by the departments of higher education and training, and public service administration in the coming year. Central to the proposals was how first work and post-school learning opportunities could be generated through the public service.

Improving the chances of finding work for young people

The focus

School leavers have a less than 50% chance of finding work before the age of 24, and even less if they are black. This is true for matriculants and non-matriculants. The problem is likely to become worse in the context of the global economic crisis. This means that a large proportion of the approximately 500 000 school leavers per annum will join the long-term unemployed every year. The social and economic consequences are serious and this situation should be addressed urgently.

The bigger picture

We have focused our policy research efforts on the majority of school leavers who are unlikely to go into tertiary education. The key question was how to rapidly reduce the unemployment rate of school leavers entering the labour market over the coming years.

A series of research papers produced by a range of experts explored approaches related to the education system, post-school education, non-formal education and improved entry-level job opportunities in the public and private sectors, funded by the dti and the Second Economy Project at TIPS/ComMark.





These were debated in a series of workshops that drew in top education and labour market experts, and key stakeholders involved in youth development, education, labour policy, job placements and the private sector.

- Centre for Poverty, Employment and Growth

Employment through procurement

The focus

In a country with high levels of industrial concentration like South Africa, small business entry is a challenge. The procurement by large corporations may be one of the main strategies to promote local economic development, small business and related employment opportunities.

This project aimed to promote innovations in private procurement and supplier development by identifying innovations, working with implementing agents to test the innovations, and then sharing these findings with a knowledge network. Our partners are the National Business Initiative, the WK Kellogg Foundation and the City of Tshwane Metropolitan Municipality.

There is potential for different approaches to private sector procurement to play significant roles in black economic empowerment (BEE), skills development and job creation.

Tshwane Metro has become a central project participant, with its programme comprising four legs including basic background research; engaging private sector corporates who are willing to intensify local

procurement to promote employment and growth; strengthening the Tshwane Metro's own procurement practices; and developing a national knowledge network. In 2009/10, the knowledge network was established, and two events held to review learning to date.

The bigger picture

The research and case studies prepared to date show there is a need to review the Codes of Good Practice in order to create stronger links between preferential procurement and enterprise development, and in order to establish stronger incentives for firms to engage in supplier development for their core supply chains. Furthermore, greater emphasis needs to be placed on utilising a corporate's total procurement spend, including its imports, for developmental purposes and not just the total measured spend for broad-based black economic empowerment (BBBEE) purposes.

Such a change in emphasis will mean recognising the efforts made by corporates in developing all local suppliers, regardless of whether they are black or not, as well as recognising efforts made to replace currently imported inputs with locally sourced inputs. The motivation for this from a BBBEE perspective is that developing local suppliers results in job creation for black workers, which should also be recognised as black economic empowerment. Moreover, achieving any kind of noticeable impact on value creation and employment will require that firms mainstream their supplier diversification programme into their core procurement, and not simply into their peripheral activities such as catering or cleaning.

Roundtable on the global economic crisis

The focus

Following the escalation of the global financial crisis in 2009, we convened a roundtable on the implications of the crisis on Africa and South Africa's regional engagement. With support from the Open Society Initiative for Southern Africa (OSISA) and Rosa Luxemburg Foundation (RLF), the event drew participants from South Africa, Tanzania, Namibia, Canada, Botswana, Zambia, Kenya, Zimbabwe and the United States.

The roundtable generated useful proposals of African alternatives to the crisis based on old and new models. Participants agreed that the economic

crisis had to be situated within a history of neoliberal globalisation, and that alternatives had to go beyond the interrogation of how financial and economic systems could be rescued to long-term approaches.

A more effective approach was to address systemic questions that transcended rescue packages for banks.

The bigger picture

The failure of African countries to realise meaningful economic and political integration was attributed to its vertical relationship with western countries. This connection blocked horizontal integration, contributing to insecurity and conflicts on the continent. A requisite consideration for Africa's survival in the global economy is for the continent to adopt a two-pronged strategy that includes protecting African countries from threats as well as building institutions capacity to create economic opportunities.

The role of South Africa as a sub-imperial power was also highlighted. South Africa's utilisation of global capitalism drawing mainly from western economic models to enhance its economic capacity and its implications was examined.

One proposition that emerged as an alternative to the neoliberal approaches was to draw from emerging powers such as China, Brazil and India. Illustrations of possible options included shifting from fiscal regimes to addressing other sectors such as investing in infrastructure as in the case of China. Focusing on creating rural employment as exemplified by India was also recommended.

- Centre for Poverty, Employment and Growth

Guidelines for a human capital development strategy in biodiversity

The focus

A background research study provided evidence-based and contextual background on guidelines for the development of a human capital development strategy and implementation plan for the biodiversity conservation sector.

The South African National Biodiversity Institute (SANBI), in co-operation with the Tony & Lisette Lewis Foundation, commissioned the study, which advised on some difficult choices that had to be made regarding the most effective interventions into the challenges of scarce skills, transformation, and the recruitment



and retention of suitably-qualified professionals and managers in this sector.

The bigger picture

Key recommendations included the following:

- Establishing and phasing in a programme to 'grow its own timber' that could upgrade existing skills levels in a number of scarce skills areas among existing professionals, associate professionals and managers, with a focus on blacks and black women;
- Considering a flagship project to develop reserve conservation managers with the critical skills required to operate optimally in the protected areas, given the increased expenditure by government and the importance of these areas in terms of eco-tourism; and
- Developing a learnership at NQF 6 level to upgrade the skills of NDip professionals and associate professionals, through agreements with a SETA and a higher education institution.

- Education, Science and Skills Development

YOUTH AND CHILDREN



Youth and children

Understanding the needs of our youth and children today, for a brighter tomorrow





HSRC studies on children focus on data that demonstrates the importance of early childhood development to individual and national development. Research on youth development provides the evidence-base for an integrated and coherent response to the needs of the young through policies and programmes. Research areas included peer education for vulnerable children, the up-scaling of early childhood development programmes, an audit on Child Care Forums and research on the prevalence and determinants of teenage pregnancy.

A long-term perspective on child and youth development

The Birth to Twenty (Bt20) study has now been running for 20 years, collecting longitudinal data on a group of 3 273 singleton children born in Johannesburg-Soweto between April and June 1990. The sample is roughly representative of the demographic parameters of South Africa, and attrition has been comparatively low (below 30%), occurring mostly in the first 3-4 years of children's lives.

Approximately 2 300 children and their families remain in contact with the study. Currently funded mainly by the WellcomeTrust (UK), Bt20 data is collected across multiple domains, including growth, development, psychological adjustment, physiological functioning, genetics, school performance, and sexual and reproductive health.

Bt20 has made substantial methodological contributions with relevance to research in post-apartheid South Africa, as well as to cohort studies more broadly. These include accurate measurement of pubertal status, maximising the disclosure of sensitive information by adolescents, and the use of mobile phones to collect ecologically responsive information.

An exciting new development in the study is the launch of the Third Generation project (G3) which tracks all children in the Bt20 cohort, providing a perspective of child and youth development across three generations. To date, more than 250 G3 children have been enrolled in an intensive study of the effects of early stress on growth and risk for adult ill-health.

Results from the study and publications are available on <http://web.wits.ac.za/academic/health/Research/BirthTo20/>

- Child, Youth, Family and Social Development

Early growth influences everything in later life

The focus

How much you earn as an adult depends on, among other things, how you grow in childhood. The Consortium of Health Oriented Research in Transitioning Societies (COHORTS) is a collaboration between the five largest and longest running birth cohorts in low- and middle-income countries. The five studies – based in Pelotas in Brazil, Guatemala, Cebu in the Philippines, New Delhi in India and our local Birth to Twenty study – have pooled their data to produce new information about the role of early growth in predisposition to health and disease as well as human capital development, including education and earnings.

The bigger picture

COHORTS analyses have found that growth during the first two years, specifically height, predicts age at school entry; whether a child ever failed a grade; and their highest grade attained, but growth from 2-4 years has little relationship to schooling outcomes. Stunting (low height) is associated with a reduction in attained schooling of about one year. Weight gain between birth and 2 years is associated with about a half an additional year of schooling respectively.

Given an estimate of about a year of schooling lost, stunting in early childhood is estimated to decrease lifetime income by about 10% in low- and middle-income countries. The recommendations from the study are clear – we need to improve the nutrition of pregnant women and children between birth and 2 years to achieve clearly demonstrated benefits to adult education and income.

COHORTS



- Child, Youth, Family and Social Development



Peer education for vulnerable children and youth

The focus

Peer education has long been considered a valuable tool in the fight against HIV and AIDS. Until now, there has been little positive evidence to show whether it is effective. Working with the Harvard School of Public Health, and funded by USAID, this study examined the impact of two peer education programmes for children and teens.

Local community-based organisations recruited young people aged 10-13 and 14-16, living below the poverty line in rural villages and peri-urban townships, to attend peer-led support groups on HIV and AIDS. Called Vhutshilo (Tshivenda for 'life'), the groups were run after school at nearby drop-in centres and used a carefully structured peer-education model in which 2-3 peer educators were trained to provide formal education, build social norms, and recognise and refer young people for help over a 13-week period.

Over the past two years, using a mixed-methods approach, we evaluated the impact of these groups. Research tools included lesson observations; qualitative interviews; and a survey administered to group members after the test and again four months later. The same research tools were applied to control groups active in similar organisations but who were not attending Vhutshilo groups. Other stakeholders such as community members, peer educators and organisational staff were also interviewed as part of assessing the programme's impact and feasibility.

Table 5.9 Summary of statistical significant differences found for individual questions between control group (T1) and Vhutshilo group post-test (T2) and delayed (T3)

Question

Indicator 2: Supportive behaviour	Control	Post-test	Delayed post-test
68. My friends think that I'm good at helping them solve problems (Procidano & Heller, 1983)	0.74	0.90	0.96

Question

Indicator 8: HIV, sexual and rela- tionship health - Attitudes	Control	Post-test	Delayed post-test
54. I believe it's OK for people my age to have sex with several people in the same month (Basen-Engquist et al., 1999)	0.28	0.19	0.09

The findings

The results show that for the poorest children and youth, especially those living in the rural parts of South Africa, peer education makes a significant difference. Young people who participated in peer education support groups showed statistically significant gains in HIV knowledge and attitudes, including a positive shift in attitudes regarding multiple partners, gender attitudes, future orientation and supportive behaviour when compared to control groups. In a number of areas, these gains increased over time.

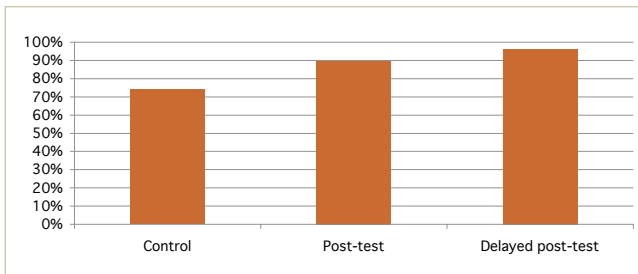
The bigger picture

The study contributes towards the science of peer education with regard to understanding the roles to which peer educators are best suited (e.g. formal educational content rather than informal role modelling); the systems and support necessary for effective peer education (e.g. training, adult supervision, self-evaluation); and the optimal difference in age (three years) between group members and peer educators.

In terms of policy implications, this study contributes to the national guidelines for peer education currently being produced by the department of basic education.

The graphs below show how Vhutshilo group members outperformed those who did not attend peer education groups in the area of supportive agency (Figure 1) and attitudes towards multiple partnerships (Figure 2).

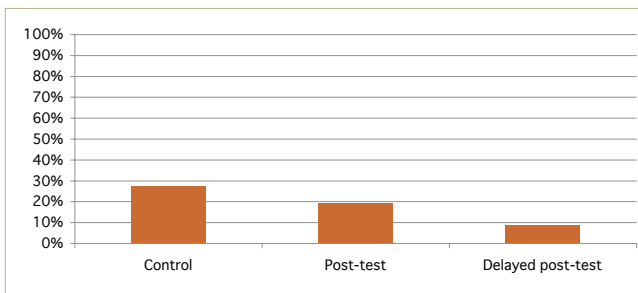
Figure 1: Survey question: "My friends think that I'm good at helping them solve problems."



* Significant at the 95% level of confidence
 **Significant at the 99% level of confidence

In Figure 1, statistical difference was found between the control group and the post-test intervention group ($p=.005$), and between the control group and the four-month delayed post-test group ($p=.001$). In Figure 2, statistical difference was found between the post-test and four-month delayed post-test groups ($p=.005$).

Figure 2: Survey question: "I believe it's OK for people my age to have sex with several people in the same month."



- Child, Youth, Family and Social Development

Scaling up quality development services to young children

The focus

More than two-thirds of the children in the 0-4 age group live in poverty and are exposed to conditions which compromise their development. We believe that approximately 350 000 net new jobs could be created through scaling up early childhood development (ECD) programmes. Our project focuses on building strategy and vision, as well as providing evidence that can support the achievement of this potential.

The first phase comprised an in-depth analysis of the state of ECD, so as to identify lessons learnt and the challenges to be addressed to support the scaling up of ECD. This work covered quality indicators, programme governance, budgeting, institutional delivery models and international case studies.

Phase two focused on identifying and testing innovations in the approach to implementation that could enable a more rapid scaling up of quality services that improve child development.

There has been considerable support and engagement in this work from the interdepartmental committee on ECD, the national treasury, the WK Kellogg Foundation, the Second Economy Project at TIPS/ComMark, and the department of basic education.

The bigger picture

Our research currently serves as the most comprehensive data set of information in respect of ECD in South Africa and therefore is a unique resource. Moreover, inferences point to a large number of innovations being identified which would address both scaling up quality and access to ECD services for children 0-4 years, and could also address employment and labour market conditions of ECD practitioners.

The government's intention is that the majority of poor and vulnerable children would be serviced through home-based community ECD care. Currently, most of



the funding allocated for ECD services is targeted at centre-based ECD services, which at best reach less than 20% of the more than 5.2 million children in this age cohort.

Home- and community-based ECD services have the potential to reach larger numbers of children, particularly those from resource-poor environments. But there has been very limited roll out of home- and community-based programmes, mainly due to lack of funding flows to service providers.

According to government, the lack of norms and standards for such services has been identified as a key barrier to expanding funding to this area of work. The HSRC has been working with the interdepartmental committee on ECD – chaired by the department of social development – to develop a funding model for scaling up home- and community-based ECD services. It is believed that this would support and inform the department of social development bid to treasury for funding resources to be allocated to such programmes.

We therefore turned our attention to defining and costing these activities to unlock a critical barrier to expanding related services and employment opportunities. The research involved desktop work, roundtable discussion sessions, and data collection and analysis. Stakeholders engaged in this research have included national and provincial departments of social development, the national treasury, UNICEF and several non-profit organisations which are currently implementing such programmes.

Study findings included identifying the cost drivers for such provisioning and the need for further work to develop norms and standards which would inform the development of the funding model. Additional funding is being sought to facilitate the further development of the funding model.

- Centre for Poverty, Employment and Growth

Communities taking the lead in caring for children

The focus

Child Care Forums (CCFs) are community-based mechanisms for ensuring that services reach vulnerable children and their families, within their communities. Although officially recognised since 2003, little was known about the numbers, nature and distribution of CCFs in South Africa prior to an



audit conducted by the HSRC, with the support of EduAction.

The audit, funded and commissioned by the department of social development and UNICEF, identified 400 of these organisations across the country. Using a combination of telephonic interviews and site visits, these CCFs were mapped and data collected on the services they offered and facilitated; the numbers of children they supported; their sources of funding; their partnerships; their human resource capacity; and their needs in terms of training and support.

The bigger picture

CCFs were found to be concentrated in KwaZulu-Natal, Limpopo, Free State and Gauteng, with far fewer in other provinces (see Figure 1 below). Most CCFs facilitated access to governmental grants and health care, and provided home visits, feeding schemes and educational support. Smaller numbers provided additional services such as recreational activities, psychosocial support, home-based care and counselling.

Levels of funding available to the CCFs were generally inadequate, and most CCF managers said they had inadequate knowledge about funding sources. Almost all child beneficiaries interviewed during the study (95%) reported satisfaction with the services

Almost all child beneficiaries interviewed during the study (95%) reported satisfaction with the services received from Child Care Forums.

received from the CCF. Moving forward, the study recommends clarification around the definition of CCFs, as well as greater clarity around funding availability and criteria.

- *Child, Youth, Family and Social Development*

Teenage pregnancies and social fabric

The focus

Research undertaken on behalf of the department of basic education provided insights into the prevalence and determinants of teenage pregnancy, especially among school-going learners. The department was provided with research-based information to help identify and address risk factors, including the need to work closely with social partners, faith-based organisations and other government departments to identify and help children most at risk.

The bigger picture

The department of education will reformulate its guideline of dealing with teenage pregnancy in South Africa. The new guideline will emphasise encouraging learners to remain at school, and develop a method of targeting schools and learners who are at high risk of falling pregnant.

- *Child, Youth, Family and Social Development*

Young fathers

This reporting year saw the publication of the research monograph *Teenage Tata* by Sharlene Swartz and Arvin Bhana. Based on a study funded by Save the Children Sweden, the book highlights the frequently agonising experiences of impoverished young men becoming fathers in South Africa, often unplanned and unexpected.

The young men interviewed for this study spoke about wanting to take responsibility for their children but being prevented from doing so by cultural strictures; because they are considered 'not good enough' by the mother of their child's family; and due to their own fear of not being able to provide financially for their children.

In addition to the book, a summary booklet was produced and circulated to policy-makers and practitioners, many of whom also attended a workshop on the topic. Dissemination of this important research was achieved through two addresses to parliamentary committees; numerous radio and television interviews; and presentations at local and international academic conferences, including at Oxford and Cambridge Universities.



Child, Youth, Family and Social Development

COLLABORATION IN AFRICA



Across the continent the HSRC is involved in 12 key projects, in 34 countries, touching millions of lives.



1. **African migration and remittances study in sub-Saharan Africa and destination countries outside Africa. 10 countries:** Burkina Faso, Ethiopia, Kenya, Lesotho, Mali, Nigeria, Senegal, South Africa, Ivory Coast and Uganda – Centre for Poverty, Employment and Growth
2. **Measuring service delivery in South Africa and other African countries. 3 countries:** Botswana, Tanzania and Malawi – Centre for Service Delivery
3. **Project Accept. 2 countries:** Zimbabwe and Tanzania – Child, Youth, Family and Social Development
4. **Engaging men in TB control initiatives. 1 country:** Malawi – Child, Youth, Family and Social Development
5. **An analysis of service provision to orphans and vulnerable children in Lesotho. 3 countries:** Lesotho, Namibia and Botswana – Child, Youth, Family and Social Development
6. **Building on what children know in sex education: 'Who wants to experiment with AIDS'. 3 countries:** South Africa, Tanzania and Kenya – Child, Youth, Family and Social Development
7. **Policy change to support orphans and vulnerable children in Namibia. 1 country:** Namibia – Child, Youth, Family and Social Development
8. **The status of implementation of commitments made by the International Conference on Population and Development. All African countries –** Child, Youth, Family and Social Development
9. **Gender and Energy Network of South Africa (GENSA). 6 countries:** Lesotho, Mozambique, Namibia, South Africa, Swaziland and Zimbabwe – Democracy and Governance
10. **Developing mathematics and English tests for schools in Zambia. 1 country:** Zambia – Centre for Education Quality Improvement
11. **Comparative study on teacher quality and student performance between Botswana and South Africa. 2 countries:** South Africa and Botswana – Education, Science and Skills Development
12. **Nutritional status and food security in Zambia. 1 country:** Zambia – Knowledge Systems
13. **Cultural and social determinant factors involved in risky behaviours associated with blood borne and sexually transmitted infections among male ex-offenders. 4 countries including 2 African countries, Ivory Coast and South Africa (the others are France and Canada) –** Social Aspects of HIV/AIDS and Health
14. **Minimum standards for the prevention of mother-to-child transmission of HIV (PMTCT) and HIV testing and counselling. SADC countries participating in this study:** Angola, Botswana, Democratic Republic of Congo, Lesotho, Malawi, Mauritius, Mozambique, Namibia, Seychelles, South Africa, Swaziland, Tanzania, Zambia and Zimbabwe – Social Aspects of HIV/AIDS and Health
15. **Social Aspects of HIV/AIDS Research Alliance (SAHARA) network:** All African countries – Social Aspects of HIV/AIDS and Health
16. **The Lesotho HIV/AIDS policy response situational analysis project. 4 countries:** Lesotho, Botswana, Mozambique and Malawi. Lesotho Policy Response Situational Analysis (Mokhantso Makoae - HIV/AIDS)
 - Botswana (Dr Clement Chela)
 - Lesotho (Dr Mamochaki Shale)
 - Mozambique (Lucrecia Jose Wamba)
 - Zambia (Michael J. Kelly and Robie Siamwiza, University of Zambia)
 - Senegal (Dr Cheikh I. Niang, Cheikh Anta Diop University)

Users and Funders

A selection of recent users and funders of the HSRC

Ambassade van het Koninkrijk der Nederlanden/
Embassy of the Kingdom of the Netherlands

Bernard Van Leer Foundation

Bill and Melinda Gates Foundation

Centers for Disease Control and Prevention

Centre for Commonwealth Education, University of
Cambridge

Charles Stewart Mott Foundation

City of Tshwane Metropolitan Municipality

Columbia University

ComMark Trust

Council for Scientific and Industrial Research

Deloitte Consulting

Department for International Development

Department of Arts and Culture

Department of Education/Department of Basic
Education

Department of Justice and Constitutional
Development

Department of Labour

Department of Minerals and Energy/Department of
Mineral Resources; Department of Energy

Department of Public Service and Administration

Department of Science and Technology

Department of Social Development

Department of Trade and Industry

Department of Transport

Development Bank of Southern Africa

Diana, Princess of Wales Grant

Eastern Cape Department of Housing/Eastern Cape

Department of Human Settlement

Eastern Cape Department of Health

Economic Rise Consultancy Cc

Emseni Traditional Healers Trust

ETC Foundation

European Union

FXB International

Ford Foundation

Gauteng Department of Community Safety

Gauteng Provincial Government

HLSP (Ltd)

Harvard School of Public Health

Independent Electoral Commission

International Development Research Centre

International Labour Organization

International Water Management Institute

JUB Consulting Services Cc

Konrad Adenauer Foundation

KwaZulu-Natal Provincial Government

London School of Hygiene & Tropical Medicine

Loyal University Chicago

Manufacturing, Engineering and Related Services

Sector Education Training Authority

National Development Agency

National Heritage Council

National Institute of Mental Health

National Prosecuting Authority

National Research Foundation

National Youth Commission

New York University

North West Provincial Department of Public Works

Northern Cape Provincial Department of Arts and
Culture

Open Society Initiative of Southern Africa

Oxfam GB

Progressive Women's Movement South Africa

Provost Fellows and Scholars of the College of the Holy and Undivided Trinity of Queen Elizabeth (Trinity College, Dublin)

Public Administration Leadership And Management Academy

Rockefeller Brothers Fund

Rosa Luxemburg Foundation

Royal Netherlands Embassy Development Cooperation

Save the Children Sweden

Shuttleworth Foundation

South African Democracy Education Trust

Southern Africa Trust

Southern African Development Community

Spencer Foundation

Stellenbosch University

The Presidency

The Tony and Lisette Lewis Foundation

The World Bank

Tibotec

Trade and Industrial Policy Strategies

Training and resources in early education

Téluq : L'université à distance de l'UQÀM

United Nations

United Nations Children's Fund

United Nations Development Programme

United Nations Economic and Social Commission for Asia and the Pacific

United Nations Population Fund

University of Pennsylvania

University of California, Los Angeles

University of Cape Town

University of Connecticut

University of Fort Hare

Wellcome Trust

WK Kellogg Foundation

World Conservation Union (International Union for Conservation of Nature)

World Health Organization

WYG International

HSRC seminars, symposiums and public lectures during 2009/2010

The number of public lectures and seminars has almost doubled in this reporting year to a record 40 events. Themes ranged from health, quantitative survey methodologies, gender, governance issues, education and service delivery, to cultural studies, social cohesion and land rights.

All the seminars were well attended, receiving delegates from embassies, academic institutions, government, media, NGOs and the business sector. International guest speakers came from countries such as Sweden, Argentina, Korea, USA, Germany, Uganda, Australia, the UK and Italy.

2 April 2009. Empires, nations and the Third World. Professor Ivor Chipkin, Democracy and Governance, *HSRC*.

14 April 2009. Innovation in Africa. Astrid Szogs, a PhD candidate, Centre for Innovation, Research and Competence, Learning Economy (CIRCLE), *Lund University, Sweden*.

5 May 2009. Poor educational quality in SA: Issues of equity and efficiency. Professor Servaas van der Berg, Professor of Economics, *University of Stellenbosch*.

9 June 2009. Municipal efficiency and effectiveness: Limpopo case studies. Jonathan Carter, senior research manager, Policy Analysis Unit and Capacity Enhancement, *HSRC*.

19 June 2009. Darfur: The problem and the way out of it. Professor Mahmood Mamdani, Herbert Lehman Professor of Government, member of the School of International and Public Affairs, *Columbia University, USA*.

24 July 2009. The education roadmap: Policy, space and intervention. Dr Graeme Bloch, education

analyst, *Development Bank of Southern Africa*.

28 July 2009. Is it time to renegotiate an intergenerational 'contract'? The state of intergenerational relations in South Africa. Dr Monde Makiwane, Child, Youth, Family and Social Development, HSRC; Christine Jesseman, head of research, *South African Human Rights Council*.

4 August 2009. Globalising African sexualities research in the age of AIDS and renewed patriarchies: African feminists speak out. Panel: Dr Desiree Lewis, University of the Western Cape; Professor Sheila Meintjes, University of the Witwatersrand; Mikki van Zyl, *Simply Said and Done*; Professor Quarraish Abdool Karim, *University of KwaZulu-Natal*.

5 August 2009. The developmental university in the south. Dr Glenda Kruss, Education, Science and Skills Development, HSRC; Valeria Arza, Center for Research on Transformation (CENIT), Argentina; Professor Keun Lee, department of economics, Seoul National University and director, *Center for Economic Catch-up, Korea*.

11 August 2009. Maximising the value of public sector information: New paradigms and expectations for socio-economic development. Professor Raed Sharif, School of Information Studies, *Syracuse University*.

14 August 2009. Gene-gene and gene-environment interaction. Professor Dr Andreas Ziegler, Institut für Medizinische Biometrie und Statistik *Universität zu Lübeck, Germany*.

17 August 2009. The big debate: The national health system. Discussion chaired by Dr Olive Shisana, CEO, *HSRC*.

19 August 2009. Rural development in South Africa: Repetition, revision and rethink. Dr Moraka Nakedi Makhura, head of Agricultural Economic Research and Innovation Services (AERIS), *Land Bank*.

20 August 2009. An outline of qualitative knowledge management. Professor Helmut F. Spinner, philosopher, science theorist and sociologist.

1 September 2009. The business of being Bafokeng: The corporatisation of a tribal authority in South Africa. Professor Susan E. Cook, research and planning executive, *Royal Bafokeng Nation*.

8 September 2009. Teenage fatherhood in South Africa: Issues, experiences and policy implications.

Dr Sharlene Swartz and Professor Arvin Bhana, Child, Youth, Family and Social Development, *HSRC*.

30 September 2009. Impact from implementation: Issues in assessment in the water sector. Dr David Hemson, Centre for Service Delivery, *HSRC*.

12 October 2009. National Health and Nutrition Examination Survey (NHANES): Origins, selected outcomes and the future. Clifford L. Johnson, director, Division of Health and Nutrition Examination Surveys (DHANES), National Center for Health Statistics (NCHS), *Centers for Disease Control and Prevention*.

21 October 2009. Contemporary China-Africa linkages: Perceptions, flows and impacts. Sanusha Naidu, research director, China in Africa project, Fahamu; Dr Yoon Jung Park, Centre for Sociological Research, University of Johannesburg; Professor Stephen Gelb, executive director, *EDGE Institute*.

9 November 2009. PMTCT service delivery in rural areas: The Eastern Cape and Mpumalanga experience. Dr Rendani Ladzani, Social Aspects of HIV/AIDS and Health, *HSRC*.

23 November 2009. HIV prevention: Where is the evidence of interventions that work? Professor Geoffrey Setswe, Social Aspects of HIV/AIDS and Health, *HSRC*.

24 November 2009. Towards integrated service delivery for children with disabilities: Bridging the gap between policy and practice. Panel: Margie Schneider and Harsha Dayal, HSRC; Manthipi Molamu and Matu Jafta, department of social development; and Marie Schoeman, *department of basic education*.

27 November 2009. Changing social norms around gender-based violence: What is the relationship between social norms and material conditions? Dr Yvette Abrahams, commissioner, *Commission for Gender Equality*.

30 November 2009. The roots of political instability in Nigeria. Dr E.C. Ejiogu, department of sociology, *University of Maryland, College Park, USA*.

1 December 2009. Rights, responsibilities and challenges of the youth in the fight against HIV. Professor Linda Richter, Child, Youth, Family and Social Development, HSRC; Alicia Davids, Social Aspects of HIV/AIDS and Health, HSRC; Tshegofatso Nyoka, Grade 11, *Midrand High School*.

3 December 2009. Nobody is immune: Gender against men? Panel discussion: Dr Chris Dolan, and Eunice Owiny, Refugee Law Project, Makerere University, Uganda; Professor Jeanne Prinsloo, Rhodes University; Professor Julian Kunnie, University of KwaZulu-Natal; Sipho Ntlangula, *EngenderHealth, South Africa.*

28 January 2010. Sexual risk in men who have sex with men. Professor Theo Sandfort, Columbia University and HIV Center for Clinical and Behavioral Studies, New York; Professor Vasu Reddy, Policy Analysis and Capacity Enhancement, *HSRC.*

8 February 2010. Over two decades of collaborative research on chronic non-communicable diseases in Africa: What was achieved, what was learnt and what should be next? Professor Nigel Unwin, department of epidemiology, *Newcastle University.*

18 February 2010. Transformative capacity and developmental states: Myth and reality. Professor Linda Weiss, department of government and international relations, *University of Sydney.*

18 February 2010. Educational reforms, theory and practice: An international and comparative perspective. Professor Vinayagum Chinapah, chair and head of the Institute of International Education (IIE), department of education, *Stockholm University, Sweden.*

19 February 2010. Breaking the carbon lock-in: Renewable energies as a development pathway for

southern Africa. Professor John Mathews, Eni Chair in Competitive Dynamics and Global Strategy, *LUISS Guido Carli University, Rome, Italy.*

22 February 2010. Feminist and post-colonial science and technology studies: Convergences and conflicts. Professor Sandra Harding, *University of California, Los Angeles.*

23 February 2010. The progress of nations and the 'balanced development overview'. Dr Mark Orkin, former CEO of the *HSRC.*

9 March 2010. GIS applications in monitoring service delivery in SA. S'bonisile Zama, GIS specialist, Knowledge Systems, *HSRC.*

16 March 2010. The urban legacy of the 2010 FIFA World Cup. Dr Udesh Pillay, Centre for Service Delivery, *HSRC.*

19 March 2010. Harnessing the mobile explosion for sustainable social and economic development. Dr Fisseha Mekuria, principal research scientist, *Council for Science and Industrial Research, CSIR.*

24 March 2010. Higher education and labour market access and success. Professor Haroon Borhat and Natasha Mayet, department of economics, *University of Cape Town.*

26 March 2010. Cultural practices prevent the spread of HIV and AIDS among the Batswana people in Botswana. Dr Cily Tabane, Social Aspects of HIV/AIDS and Health, *HSRC.*



HSRC Interns during a capacity development seminar

Research outputs 2009/10

Books and chapters in HSRC books

- Arends, F. & Phurutse, M. (2009) *Beginner teachers in South Africa: school readiness, knowledge and skills.* (Teacher Education in South Africa Series). Cape Town: HSRC Press.
- Bhana, A. & Govender, A. (2010) *Evaluating interventions.* In: Petersen, I., Bhana, A., Flisher, A.J., Swartz, L. & Richter, L. (eds). *Promoting mental health in scarce-resource contexts: emerging evidence and practice.* Cape Town: HSRC Press. 60-81.
- Bhana, A. (2010) *Middle childhood and pre-adolescence.* In: Petersen, I., Bhana, A., Flisher, A.J., Swartz, L. & Richter, L. (eds). *Promoting mental health in scarce-resource contexts: emerging evidence and practice.* Cape Town: HSRC Press. 124-142.
- Bhorat, H., Mayet, N. & Visser, M. (2010) *Student graduation, labour market destinations and employment earnings.* In: Letseka, M., Cosser, M., Breier, M. & Visser, M. *Student retention & graduate destination: higher education & labour market access & success.* Cape Town: HSRC Press. 97-124.
- Breier, M. (2009) *Doctors.* In: Erasmus, J. & Breier, M. (eds). *Skills shortages in South Africa: case studies of key professions.* Cape Town: HSRC Press. 113-131.
- Breier, M. (2009) *Introduction.* In: Erasmus, J. & Breier, M. (eds). *Skills shortages in South Africa: case studies of key professions.* Cape Town: HSRC Press. 1-21.
- Breier, M. (2009) *Recognising phronesis, or practical wisdom, in the recognition of prior learning.* In: Cooper, L. & Walters, S. (eds). *Learning/work: turning work and lifelong learning inside out.* Cape Town: HSRC Press. 182-193.
- Breier, M. (2010) *Dropout or stop out at the University of the Western Cape?* In: Letseka, M., Cosser, M., Breier, M. & Visser, M. *Student retention & graduate destination: higher education & labour market access & success.* Cape Town: HSRC Press. 53-65.
- Breier, M., Wildschut, A. & Mgqolozana, T. (2009) *Nursing in a new era: the profession and education of nurses in South Africa.* (HSRC Monograph Series). Cape Town: HSRC Press.
- Chisholm, L. (2009) *An overview of research, policy and practice in teacher supply and demand 1994-2008.* (Teacher Education in South Africa Series). Cape Town: HSRC Press.
- Cosser, M. & Letseka, M. (2010) *Introduction.* In: Letseka, M., Cosser, M., Breier, M. & Visser, M. *Student retention & graduate destination: higher education & labour market access & success.* Cape Town: HSRC Press. 1-9.
- Cosser, M. & Sehlola, S. (2009) *Ambitions revised: grade 12 learner destinations one year on.* (Teacher Education in South Africa Series). Cape Town: HSRC Press.
- Cosser, M. (2010) *Afterword.* In: Letseka, M., Cosser, M., Breier, M. & Visser, M. *Student retention & graduate destination: higher education & labour market access & success.* Cape Town: HSRC Press. 125-127.
- Cosser, M. (2010) *Uniformity and disjunction in the school-to-higher-education transition.* In: Letseka, M., Cosser, M., Breier, M. & Visser, M. *Student retention & graduate destination: higher education & labour market access & success.* Cape Town: HSRC Press. 11-23.
- Du Toit, R. & Roodt, J. (2009) *Engineering professionals.* In: Erasmus, J. & Breier, M. (eds). *Skills shortages in South Africa: case studies of key professions.* Cape Town: HSRC Press. 75-112.
- Edigheji, O. (2010) *Constructing a democratic developmental state in South Africa: potentials and challenges.* In: Edigheji, O. (ed). *Constructing a democratic developmental state in South Africa: potentials and challenges.* Cape Town: HSRC Press. 1-33.
- Edigheji, O. (ed). (2010) *Constructing a democratic developmental state in South Africa: potentials and challenges.* Cape Town: HSRC Press.
- Erasmus, J. & Breier, M. (eds). (2009) *Skills shortages in South Africa: case studies of key professions.* Cape Town: HSRC Press.
- Hemson, D., Carter, J. & Karuri-Sebina, G. (2009) *Service delivery as a measure of change: state*

- capacity and development. In: Kagwanja, P.M. & Kondlo, K. (eds). *State of the nation: South Africa 2008*. Cape Town: HSRC Press. 151-177.
- Jackson, P., Muzondidya, J., Naidoo, V., Ndletyana, M. & Sithole, M.P. (2009) *South African governance in review: anti-corruption, local government, traditional leadership*. Cape Town: HSRC Press.
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- Petersen, I., Bhana, A., Flisher, A.J., Swartz, L. & Richter, L. (eds). (2010) *Promoting mental health in scarce-resource contexts: emerging evidence and practice*. Cape Town: HSRC Press.
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- Pillay, U. & Bass, O. (2009) Mega-events as a response to poverty reduction: the 2010 World Cup and urban development. In: Pillay, U., Tomlinson, R. & Bass, O. (eds). *Development and dreams: the urban legacy of the 2010 Football World Cup*. Cape Town: HSRC Press. 76-95.
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- Reddy, V., Sandfort, T. & Rispel, L. (2009) Introduction. In: Reddy, V., Sandfort, T. & Rispel, L. (eds). *From social silence to social science: same-sex sexuality, HIV & AIDS and gender in South Africa: conference proceedings*. Cape Town: HSRC Press. xi-xxxiii.
- Reddy, V., Sandfort, T. & Rispel, L. (eds). (2009) *From social silence to social science: same-sex sexuality, HIV & AIDS and gender in South Africa: conference proceedings*. Cape Town: HSRC Press.
- Richter, L., Dawes, A. & De Kadt, J. (2010) Early childhood. In: Petersen, I., Bhana, A., Flisher, A.J., Swartz, L. & Richter, L. (eds). *Promoting mental health in scarce-resource contexts: emerging evidence and practice*. Cape Town: HSRC Press. 99-123.
- Rispel, L. & Metcalf, C. (2009) Are South African HIV policies and programmes meeting the needs of same-sex practising individuals?. In: Reddy, V., Sandfort, T. & Rispel, L. (eds). *From social silence to social science: same-sex sexuality, HIV & AIDS and gender in South Africa: conference proceedings*. Cape Town: HSRC Press.

- Roodt, J. & Paterson, A. (2009) ICT professionals and associate professionals. In: Erasmus, J. & Breier, M. (eds). *Skills shortages in South Africa: case studies of key professions*. Cape Town: HSRC Press. 177-198.
- Sandfort, T., Reddy, V. & Rispel, L. (2009) Taking research and prevention forward. In: Reddy, V., Sandfort, T. & Rispel, L. (eds). *From social silence to social science: same-sex sexuality, HIV & AIDS and gender in South Africa: conference proceedings*. Cape Town: HSRC Press. 228-241.
- Scott, G. & Letseka, M. (2010) Student inclusion and exclusion at the University of the Witwatersrand. In: Letseka, M., Cosser, M., Breier, M. & Visser, M. *Student retention & graduate destination: higher education & labour market access & success*. Cape Town: HSRC Press. 41-52.
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- Sithole, M.P. (2009) State democracy warming up to culture: an ambivalent integration of traditional leadership into the South African governance system, 1994-2009. In: Jackson, P., Muzondidya, J., Naidoo, V., Ndletyana, M. & Sithole, M.P. *South African governance in review: anti-corruption, local government, traditional leadership*. Cape Town: HSRC Press. 39-53.
- Swartz, S. & Bhana, A. (2009) *Teenage tata: voices of young fathers in South Africa*. Cape Town: HSRC Press.
- Tomlinson, R., Bass, O. & Pillay, U. (2009) Introduction. In: Pillay, U., Tomlinson, R. & Bass, O. (eds). *Development and dreams: the urban legacy of the 2010 Football World Cup*. Cape Town: HSRC Press. 3-17.
- Wildschut, A. & Mqgqolozana, T. (2009) Nurses. In: Erasmus, J. & Breier, M. (eds). *Skills shortages in South Africa: case studies of key professions*. Cape Town: HSRC Press. 132-151.

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- Allais, C., Combrinck, H., Connors, D., Jansen van Rensburg, M., Ncoyini, V., Sithole, P., Wentzel, M., Barolsky, V., Hadland, A. & Tilley, V. (2010)

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- Bhana, A. & Petersen, I. (2010) HIV and youth: a behavioural perspective. In: Rohleder, P., Swartz, L., Kalichman, S.C. & Simbayi, L.C. (eds). *HIV/AIDS in South Africa 25 years on: psychosocial perspectives*. New York: Springer. 55-68.
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- Mda, T.V. (2009) Providing for diversity in public schools: lessons for South Africa from Nova Scotia Province, Canada. In: Nkomo, M. & Vandeyar, S. (eds). *Thinking diversity, building cohesion: a transnational dialogue in education*. Pretoria: University of South Africa Press. 193-210.
- Miller, D. (2009) "Spaces of resistance": African workers at Shoprite in Maputo and Lusaka. In: Coe, N.M. & Wrigley, N. (eds). *The globalization of retailing, Volume II*. Cheltenham: Edward Elgar Publishing. 284-306.
- Mitchell, C., Pithouse, K. & Moletsane, R. (2009) *The social self in self-study: author conversations*.

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- Morrell, R., Epstein, D., Unterhalter, E., Bhana, D. & Moletsane, R. (2009) Towards gender equality: South African schools during the HIV and AIDS epidemic. Scottsville: University of KwaZulu-Natal Press.
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Human Sciences Research Council (HSRC) Audit and Risk Committee Report

We are pleased to present our report for the financial year ended 31 March 2010.

Audit committee membership and attendance

The CEO has a standing invitation to the meetings of the audit and risk committee. Other invitees include the chief financial officer (CFO), the chief risk officer (CRO), the directors of human resources, finance and information technology, as well as the internal and external auditors of the HSRC. The audit committee met five times during the year and has therefore complied with the minimum number of meetings as set out in its approved audit committee charter (at least four times). Listed hereunder are the members and number of meetings attended by each:

Name of member	Meetings attended
Mr S. Pityana (chair of the outgoing audit and risk committee)	1
Professor P. Zulu (appointed 24 February 2010)	0
Professor P. Naidoo (chair of the newly appointed audit and risk committee)	0
Mr A. Mashifane (expert member)	2
Mr R. Page-Shipp (expert member)	4
Mrs P. Nzimande (acting chair for one meeting)	1
Ms R. Xaba (expert member)	5

Audit committee responsibility

The audit committee reports that it has adopted appropriate formal terms of reference as its audit committee charter, has regulated its affairs in compliance with this charter and has discharged all its responsibilities as contained therein.

The effectiveness of internal control

The system of controls is designed to provide cost-effective assurance that assets are safeguarded and that liabilities and working capital are efficiently managed. In line with the PFMA and the King II Report on Corporate Governance requirements, internal audit provides the audit committee and management with assurance that the internal controls are appropriate and effective. This is achieved through the risk management process, as well as the identification of corrective actions and suggested enhancements to the controls and processes.

From the various reports of the internal auditors, it was noted that the system of internal control has been effective and efficient during the year under review. The audit committee is satisfied with management's response and action plans proposed with regard to weaknesses identified as included in various reports of the outsourced internal auditors and the Auditor-General.

The audit committee will monitor management's progress towards resolving these matters on a regular basis, as required in terms of the audit committee charter. Having considered the above, the audit committee has no reason to believe that any material breakdown in the functioning of these controls, procedures and systems has occurred during the period under review.

Evaluation of annual financial statements

The audit committee has:

- Reviewed and discussed the audited annual financial statements to be included in the annual report with the Auditor-General of South Africa and the board;
- Reviewed the Auditor-General of South Africa's management letter and management's response thereto;
- Reviewed the appropriateness of accounting policies and practices adopted; and
- Reviewed significant adjustments resulting from the audit.

The audit committee, having considered the financial position of the HSRC and the report of the board, concurs that the adoption of the going concern premise in the preparation of the financial statements is appropriate.

The audit committee concurs and accepts the Auditor-General of South Africa's conclusions on the annual financial statements. It is of the opinion that the audited annual financial statements be accepted

and read together with the audit report of the Auditor-General of South Africa, and has therefore recommended the adoption and approval of the financial statements by the board.



Professor P. Naidoo
Chair of the audit committee

Report of the Auditor-General to Parliament on the Financial Statements of the Human Sciences Research Council for the year ended 31 March 2010 Report on the Financial Statements

Introduction

I have audited the accompanying financial statements of the Human Sciences Research Council, which comprise the statement of financial position as at 31 March 2010, and the statement of financial performance, statement of changes in net assets and cash flow statement for the year then ended, a summary of significant accounting policies and other explanatory information as set out on pages 118 to 184

Accounting Authority's responsibility for the financial statements

The accounting authority is responsible for the preparation and fair presentation of these financial statements in accordance with South African Standards of Generally Recognised Accounting Practice (SA Standards of GRAP) and in the manner required by the Public Finance Management Act of South Africa. This responsibility includes: designing, implementing and maintaining internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor-General's responsibility

As required by section 188 of the Constitution of South Africa and section 4 of the Public Audit Act of South Africa, my responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with International Standards on Auditing and *General Notice 1570 of 2009* issued in *Government Gazette*

32758 of 27 November 2009. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, the financial statements present fairly, in all material respects, the financial position of the Human Sciences Research Council as at 31 March 2010, and its financial performance and its cash flows for the year then ended in accordance with South African Standards of Generally Recognised Accounting Practice (SA Standards of GRAP) and in the manner required by the Public Finance Management Act of South Africa.

Emphasis of matter

I draw attention to the matter below. My opinion is not modified in respect of this matter:

Restatement of corresponding figures

As disclosed in note 30 to the financial statements, the corresponding figures for 31 March 2009 have been restated as a result of errors discovered during 2010 in the financial statements of the Human Sciences Research Council at, and for the year ended, 31 March 2009. There were also restatements of certain corresponding figures, also disclosed in note 30 to the financial statements, because of the change in the accounting framework from South African Statements of Generally Accepted Accounting Practice (SA Statements of GAAP) to South African Standards of Generally Recognised Accounting Practice (SA Standards of GRAP).

Report on other legal and regulatory requirements

In terms of the PAA of South Africa and General notice 1570 of 2009, issued in Government Gazette No. 32758 of 27 November 2009 I include below my findings on the report on predetermined objectives, compliance with the Public Finance Management Act and financial management (internal control).

Findings

No matters to report

Internal Control

I considered internal control relevant to my audit of the financial statements and the report on predetermined objectives and compliance with the Public Finance Management Act but not for the purposes of expressing an opinion on the effectiveness of internal control. The matters reported below are limited to the deficiencies identified during the audit.

No matters to report

Auditor-General

Pretoria
31 July 2010



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1. Introduction

1.1 Mandate and objectives of the Human Sciences Research Council (HSRC)

The mandate of the organisation is derived from the Human Sciences Research Council Act, 2008 (Act No. 17 of 2008) (HSRC Act). This act was assented to in September 2008, and came into operation on 5 December 2008.

The HSRC Act outlines the mandated purpose of the HSRC, namely to promote human sciences research of the highest quality in South Africa in order to improve understanding of social conditions and the processes of social change. The act also mandates the HSRC to engage with members of the South African human sciences community, elsewhere in Africa and the rest of the world through networks and joint programmes of research on pressing social issues relevant to human welfare and prosperity.

2. Governance of the HSRC

2.1 The governing body of the HSRC and relevant legislation

The HSRC is a national public entity, listed in Schedule 3A of the Public Finance Management Act, (Act No. 1 of 1999) (PFMA) as amended. The public-purpose mandate of the HSRC is aligned with the classification.

As a national public entity, the HSRC is ultimately accountable to the Parliament of the Republic of South Africa. It reports to parliament via the Minister of Science and Technology (also known as its executive authority, in terms of Section 1 of the PFMA).

The HSRC is governed and controlled by a board (also known as its accounting authority, in terms of Section 49 of the PFMA). The Minister of Science and Technology is responsible for appointing members of the HSRC Board in accordance with the requirements of its founding legislation.

The HSRC Board must, with the approval of the

Minister appoint a suitably skilled and qualified person as the CEO. Once appointed, the CEO becomes an *ex officio* member of the HSRC Board.

2.2 Structure, composition and size of the HSRC Board

With the approval and promulgation of the HSRC Act of 2008, new requirements for the composition, selection and appointment of board members had to be adhered to. Incumbent members of the HSRC governing body were accordingly requested by the Minister of Science and Technology to remain in office until such time as the new board was constituted. The term of office of members of the governing body established in accordance with requirements of the 1968 Act was accordingly extended, so that they were serving as board members in terms of the 2008 HSRC Act on 1 April 2009, when this reporting period commenced.

Section 5 of the 2008 HSRC Act indicates that the Board of the HSRC should consist of:

- (a) a chair designated by the Minister;
- (b) not less than six and not more than nine other members; and
- (c) the chief executive officer, who is a member of the board by virtue of his or her office.

The act further stipulates broad requirements for board membership. The composition of the board must be broadly representative of the demographics of South Africa, and of the various sectors in the field of human sciences. Members are appointed in their personal capacity. At least one of the members appointed to the board must have financial expertise, while at least one other member must be a distinguished representative of the social science research community in the rest of Africa.

The term of office of the board is three years and members may be reappointed after expiry of their term. The board, in the year under review, had a number of changes due to the appointment of the new board in accordance with the requirements of the 2008 HSRC Act. The new board took office as of 1 November 2009.

With the exception of the chief executive officer of the HSRC, all members of the HSRC Board are thus independent. The roles of chair of the board and chief executive officer of the HSRC vest in different persons.

Old board members, appointed prior to 1 November 2009:

- Professor J. Gerwel (chair) - Board member (Human resources)
- Ms N. Gasa - Board member
- Dr P. Gobodo-Madikizela - Board member
- Mr E. Motala - Board member (Human resources)
- Mrs P. Nzimande - Board member (Human resources and finance)
- Mr S. Pityana - Board member (Audit and risk)
- Professor E. Webster - Board member (Human resources)
- Dr O. Shisana (CEO) - Board member (All subcommittees)
- Mr A. Mashifane - Sub-board member (Audit and risk, and finance) – resigned 1 September 2009
- Mr R. Page-Shipp - Sub-board member (Audit and risk)
- Ms R. Xaba - Sub-board member (Audit and risk)

New board members, appointed as of 1 November 2009:

- Mrs P. Nzimande (interim chair) - Board member (Finance)
- Professor R. Hassan - Board member
- Professor L. Qalinge - Board member
- Professor P. Zulu - Board member (Audit and risk)
- Mr P. Masobe - Board member
- Professor A. Lourens - Board member (Finance)
- Professor A. Sawyerr - Board member
- Professor P. Naidoo - Board member (Audit and risk)
- Professor E. Webster - Board member
- Dr O. Shisana (CEO) - Board member (All subcommittees)
- Mr R. Page-Shipp - Sub-board member (Audit and risk)
- Ms R. Xaba - Sub-board member (Audit and risk, and finance)

2.3 Board meetings and attendance of meetings

Board meetings are scheduled annually in advance in line with compliance imperatives including, but not limited to, the approval of the strategic plan, business plan, annual financial statements and annual report. During the year under review, the following meetings were held by the board and its committees:

Name of member	Board meetings attended	Audit and risk meetings attended	Human resources and remuneration meetings attended	Finance meetings attended
OUTGOING BOARD MEMBERS				
Professor J. Gerwel (chair of the old board)	1	NA	1	NA
Ms N. Gasa	0	NA	NA	NA
Dr P. Gobodo-Madikizela	2	NA	NA	NA
Mr E. Motala	2	NA	2	NA
Mrs P. Nzimande (chair of the old finance committee)	2	NA	1	1
Mr S. Pityana (chair of the old audit and risk committee)	0	1	NA	NA
Professor E. Webster	0	NA	0	NA
Dr O. Shisana (CEO)	2	3	2	2
NEWLY APPOINTED BOARD MEMBERS				
Professor R. Hassan	2	NA	NA	NA
Professor L. Qalinge	2	NA	NA	NA
Professor P. Zulu	2	0	NA	NA
Mrs P. Nzimande (interim chair of the new board)	1	NA	NA	2
Mr P. Masobe	0	NA	NA	NA
Professor A. Lourens (chair of the new finance committee, appointed 24 February 2010)	1	NA	NA	0
Professor A. Sawyerr	1	NA	NA	NA
Professor P. Naidoo (chair of the new audit and risk committee)	2	0	NA	NA
Professor E. Webster	0	NA	NA	NA
Dr O. Shisana (CEO)	2	2	2	2
SUBCOMMITTEE MEMBERS OF THE AUDIT AND RISK COMMITTEE AND FINANCE COMMITTEE				
Mr A. Mashifane (resigned)	NA	2	NA	2
Mr R. Page-Shipp	NA	4	NA	NA
Ms R. Xaba	NA	5	NA	2

NA: Member not serving on subcommittee, or on the board.

A special committee of the board was held on 16 March 2010 to consider the CEO's appointment. This committee comprised of Mrs P. Nzimande, Professor A. Sawyerr and Professor P. Zulu.

The number of meetings per committee (for outgoing and newly appointed board) was as follows:

Board meetings	Two meetings for the outgoing board and two meetings for the newly appointed board.
Audit and risk committee	Three meetings for the outgoing board and two meetings for the newly appointed board.
Finance committee	Two meetings for the outgoing board and two meetings for the newly appointed board.
Human resources and remuneration committee	Two meetings for the outgoing board and two meetings for the newly appointed board.

2.4 Board charter and subcommittees

At 31 March 2010, the board had constituted the following subcommittees:

- audit and risk committee
- finance committee
- human resources and remuneration committee
- research committee.

The newly appointed HSRC Board adopted its charter at the first meeting held on 20 November 2009. Each of the subcommittees of the board is constituted and operates in accordance with its own approved terms of reference.

- a. **Audit and risk committee:** During 2009/10 the audit and risk committee comprised three specialist external members and two members of the board. The CEO has a standing invitation to the meetings of the audit and risk committee. Other invitees include the chief financial officer (CFO), the chief risk officer (CRO), the directors of human resources, finance and information technology, as well as the internal and external auditors of the HSRC.

A separate report of the audit and risk committee is provided on pages 113 to 114.

- b. **Finance committee:** The finance committee comprised one specialist external member, two members of the board (including the CEO) and two internal members, that is, the CFO and the director of finance.
- c. **Human resources and remuneration committee:** This committee consists of three board members and chaired by a member of the board, and two internal members, that is, the CFO and the director of human resources.

- d. **Research committee:** The research committee contributes to the development of the overall research portfolio and approach of the HSRC by engaging with HSRC management and staff around critical developments in the research arena. Members of the research committee are also invited to attend and contribute to the HSRC's annual strategic planning lekgotla, and the research conference of the HSRC.

2.5 Induction and orientation

At the inaugural meeting of the new HSRC Board in November 2009, the CEO presented a comprehensive introduction to the HSRC, its activities and plans. The introduction included information on the legal framework under which the HSRC operates; the organisation's mandate and broad strategy; corporate governance; shareholder's compact; performance indicators and targets; organisational structure and staffing, as well as budget and sources of funding. This initial introduction would be followed by a more detailed and structured two-day board induction and strategic planning meeting in April 2010.

2.6 Board members' remuneration

Board members who are not HSRC staff members or government officials receive honoraria for the services they render to the HSRC in accordance with the relevant stipulation by the National Treasury. Where board members are requested to provide additional advisory services to the HSRC on the basis of their professional areas of expertise, they are reimbursed in accordance with the professional advisory fees recommended by the Auditor-General of South Africa. These services

include requests for a board member to serve on interview panels for executive directors (EDs) of the HSRC, in accordance with an agreement reached with the union (the Public Servants Association).

Non-HSRC members of the audit and risk committee and the finance committee are reimbursed on an hourly claims basis according to professional fee schedules.

Note 29.3 in the annual financial statements contains more information on board members' remuneration.

2.7 Board self-evaluation

The board self-evaluation has not been completed for the year under review, due to the appointment of the new board in November 2009. The governance tools were due to be reviewed and adopted at the board induction and strategic planning meeting, planned for April 2010.

2.8 Board secretariat function

The board secretariat provides professional and logistical support to the HSRC Board. It is housed in the office of the CEO.

3. Other aspects of corporate governance

3.1 The shareholder's compact

Although this is not specifically required of governing bodies of public entities listed under Schedule 3A of the PFMA, the HSRC concluded a shareholder's compact with its executive authority in accordance with requirements of the Department of Science and Technology's (DST) policy on governance standards for science, engineering and technology institutions (SETIs).

This compact, which is updated and signed on an annual basis, represents the agreement between the executive authority (minister) and the board, and is a reflection of the expectations of each party, expressed in terms of outcomes

and outputs that need to be achieved.

Expectations in relation to the performance of the HSRC are informed by its mandated objectives, as well as strategic objectives and performance targets outlined in its three-year strategic plan and the business plan for the forthcoming financial year. A framework for regular reporting and a schedule containing a list of supporting documents to be submitted to the Department of Science and Technology are also included in the compact.

3.2 Compliance

The board is satisfied that the HSRC complied with the requirements of implementing and managing the shareholder's compact during 2009/10. Regular monitoring of progress made against performance targets enabled its management to remain proactive in addressing potential problems throughout the year. The board appreciates the way in which the Minister and Department of Science and Technology honoured the undertakings mutually agreed to in the shareholder's compact.

As part of the quarterly reports submitted via the Department of Science and Technology to the National Treasury, a compliance report is included. Full compliance was maintained during the period under review.

3.3 Delegation of authority

Section 56 of the PFMA allows the Board of the HSRC to delegate powers and duties entrusted to it, to officials in the HSRC. The board nevertheless remains accountable for actions under delegation and does not divest any of its powers, duties or functions by virtue of any delegation.

The HSRC Board reviewed and approved an updated version of the delegation of authority on 25 May 2009. This version incorporated new job designations in the HSRC, to enhance efficiency and accountability in respect of decision making and performance of the HSRC.

3.4 Corporate ethics

3.4.1 Code of ethics and register of interests

The Board of the HSRC approved a code of ethics which would be binding on members of the HSRC Board as well as all employees of the HSRC. The code of ethics is based on shared institutional and ethical values, and also provides a framework for the establishment and maintenance of a register of interests of board members and employees of the HSRC. The chief risk officer in the HSRC has been entrusted with the implementation and annual updating of the register of interests.

3.4.2 Research ethics and research ethics committee

The HSRC also functions in accordance with a board-approved code of research ethics. The establishment of a research ethics committee (REC) was approved by the governing body of the HSRC in 2002. The mandate of the REC is to review all HSRC research proposals from the perspective of research ethics. The research ethics committee aims to promote a culture of ethical conduct and research integrity in the HSRC, and reports annually to the board.

3.5 Strategic risk management

3.5.1 Institutional arrangements

During the 2009/10 financial year, the enterprise risk management unit was transferred to the office of the CEO, with the chief risk officer reporting directly to the CEO as recommended by the King III report.

The HSRC risk management forum was established during 2009/10. The risk management forum had two meetings during the financial year (2009/10) after which a risk management committee (RMC) was instituted to provide oversight on the HSRC's risk management activities. The RMC

submits its reports to the audit and risk committee of the HSRC Board, and is chaired by a specialist member of the audit and risk committee. The RMC charter was adopted at the first meeting of the RMC, which took place on 4 February 2010.

A strategic risk assessment workshop was facilitated by the internal auditors of the HSRC. This resulted in the identification of the top 20 strategic risks of the HSRC.

In accordance with National Treasury Regulations, the enterprise risk management unit reviewed the risk management framework in conjunction with the fraud prevention policy during the 2009/10 financial year. The reviewed risk management framework was cascaded to all levels of management to ensure continued guidance and assistance to all officials with regard to the implementation of risk management.

3.5.2 Information technology (IT) strategy

The IT strategic plan was reviewed, to be aligned with the HSRC's strategic plan and objectives as well as the King III report. The IT steering committee is now constituted in line with corporate governance requirements. The IT department addressed all the risks identified in the previous audit report. All policies and procedures pertaining to IT are now in place.

The HSRC's disaster recovery policy is in place and the full implementation will be in 2010/11.

3.5.3 Business continuity

A business continuity plan was approved by the audit and risk committee during the 2009/10 financial year. The plan will be updated annually and simulations conducted to test the effectiveness of the plan.

3.6 Fraud prevention

An ethics and fraud hotline was established in line with the HSRC's fraud prevention policy. It provides a confidential channel for employees to anonymously blow the whistle on workplace misconduct such as theft, fraud, dishonesty, harassment, unethical behaviour or workplace safety hazards.

3.7 Judicial proceedings filed during the year

a. Ad. criminal matters (fraud)

There were two cases of fraud that were reported to the South African Police Service. One matter has been finalised and the accused was found guilty and sentenced to seven years imprisonment.

b. Ad. civil matters

There are two civil matters in motion. The HSRC has entered appearance to defend in both matters with a counterclaim in one. The HSRC has initiated civil proceedings against a subcontractor in Kenya for unaccounted expenditure. The matter is still pending.

3.8 Sustainable development

3.8.1 Environmental and energy awareness

The HSRC is committed to sustainable development, and encourages all staff to identify ways of saving and effectively utilising resources such as energy, paper and money.

3.8.2 Social responsibility

The HSRC has an ongoing commitment to the economic, social and environmental aspects of its engagement with stakeholders as well as the environment.

In executing the public-purpose research mandate of the HSRC, all staff members are required to be sensitive to developmental issues, and to the special needs of marginalised or vulnerable

groups. The research ethics committee, which may also serve external applicants, helps to raise awareness of the needs and concerns of potential participants and beneficiaries of research.

4. Management

Senior management of the HSRC consists of the CEO, the CFO and research executive directors (EDs). The CEO is the only executive member serving on the HSRC Board. Management is responsible for developing organisational strategy and policy for consideration by the board; for implementation of this strategy and policy; and for the day-to-day running of the organisation. Management also ensures that legislation and regulations are adhered to and that appropriate internal financial controls are developed, implemented and maintained. Bi-monthly 'ED workshop' meetings of executive directors, chaired by the CEO, focus on strategic issues, whereas regular meetings of the CEO, EDs, deputy EDs and senior managers responsible for operations and research (staff at unit head or director level upwards) attend to the development and implementation of policies, procedures and other day-to-day management issues.

5. General review of the state of affairs

5.1 Financial affairs

The financial affairs of the HSRC are sound and supported by substantial financial assets. Its parliamentary grant remains the single most important source of income, and this has shown a steady increase since the 2001/02 financial year. Its external research revenue is made up of income from international and South African sources. Once again, international funding agencies contributed the majority of the external research income. Income received from South African public funding sources (public sector including government departments and public corporations), remains an important source of external research income. Other revenue, which

has grown from previous years, includes rental income; the income from rendering an own cafeteria service in the HSRC building; and sales of publications.

During the year under review, the overall turnover of the HSRC was the highest amount ever achieved. By the end of the 2009/10 reporting period, the HSRC ended with a surplus of R229 000. This demonstrates that the HSRC has the necessary capacity to spend and deliver on research and related activities, while maintaining sound financial discipline to avoid over- or underspending.

5.2 Accounting framework

The annual financial statements are prepared in accordance with SA Standards of Generally Recognised Accounting Practice (SA Standards of GRAP), effective from 1 April 2009. Where necessary and required by the standards, the annual financial statements were adjusted retrospectively.

5.3 Going concern status of the HSRC

The HSRC Board reviewed the annual financial statements for 2009/10 and information regarding the forthcoming financial year, to assess the going concern status of the HSRC. Based on this information, the accounting authority has every reason to believe that the HSRC will remain a going concern:

- It continues to receive substantial parliamentary grant funding. Its total parliamentary allocation for 2009/10 was R148 million (exclusive of VAT). The projected MTEF allocation for 2010/11 is R170 million (exclusive of VAT).
- In terms of funding for 2009/10, the HSRC has succeeded in raising a total amount of R341 million, the highest amount it has ever achieved. This amount was made up of the parliamentary grant of R148 million and external income of R193 million – notably external research income from a range of external sources to supplement funding from its parliamentary grant.

- Research revenue increased by 3.5% from the previous financial year indicating the HSRC's ability to raise external income according to its predetermined targets.

5.4 Material losses, irregular expenditure and fruitless and wasteful expenditure

Material losses referred to in Section 55(2)(b) of the PFMA are defined in the materiality framework that was developed and agreed to in terms of National Treasury Regulation 28.1.3. This framework is attached to the approved strategic plan of the HSRC.

Any such losses, irregular expenditure and fruitless and wasteful expenditure are disclosed in the Notes 31 and 32 to the annual financial statements accompanying this report. The accounting authority is satisfied that the organisation acted swiftly and comprehensively to address all the matters identified during 2009/10.

The irregular expenditure reported was as a result of non-compliance with the procurement process. The fruitless and wasteful expenditure reported was as a result of the payment of interest on late payments made to SARS and Telkom.

6. Performance information

Performance information management and strategic performance targets

The HSRC has the necessary systems and procedures to support planning, delivery and reporting on its performance. Strategy development is the responsibility of the CEO, supported by senior management, with oversight from the HSRC Board. The 'PAITECS' strategy (Public-purpose, Africa focus, Implementation networking, Transformation, research Excellence, Capacity building and Sustainability) was derived from findings and recommendations from the 2003 institutional review of the HSRC, as well as other developments in the internal and external environment of the HSRC.

Goal		Key performance indicator	Target	Performance results	Reason for variance
P Public-purpose					
To consolidate and strengthen its public-purpose research activities.	1	Percentage of all research projects that are conducted for the benefit of the public.	92% (at least) by 31 March 2010.	97.4% 190 out of 195	Target exceeded. There is strong institutional commitment to ensure strategic alignment of all research projects and programmes to national priorities, and that research findings are made available in the public domain.
To conduct research and engender dialogue relative to policy issues of national priority through the work of research programmes, a cross-cutting policy analysis unit and evidence-based demonstration centres.		(Not linked to a key performance indicator, however the existence of the policy analysis unit in PACE, and the work of the HSRC described elsewhere in the annual report, demonstrate performance in these areas.)			
A Africa focus					
To strengthen research collaboration and network activities in partnership with higher education institutions in South Africa as well as individuals and institutions in other parts of Africa.	2	Percentage of all research projects with a budget of R1 million or above that are done collaboratively with African researchers in other parts of the continent.	35% (at least) by 31 March 2010.	32.6% 15 out of 46	Target not achieved. Many large projects currently undertaken by the HSRC were commissioned to address national priorities in South Africa and therefore did not provide for collaboration or networking with institutions or individuals in other parts of Africa. Achievement against this target has continued to improve in the course of the budget year, and surpasses performance of 2008/09 as well as 2007/08.
	3	Number of visiting research fellows from elsewhere in Africa at the HSRC.	10 (at least) during the period 1 April 2009 to 31 March 2010.	7	Target not achieved. Challenges in finding suitable research fellows from other parts of Africa include global competition for highly qualified researchers and stringent requirements for work permits in South Africa. Institutions in other parts of Africa also often have limited capacity, making it difficult to release senior staff for extended periods of time. The HSRC continues to explore opportunities that will provide support for visiting appointments and exchange programmes.

Goal		Key performance indicator	Target	Performance results	Reason for variance
I Implementation networking					
To increase the relevance, utilisation and potential impact of human and social science research by means of collaboration with strategic partners and implementation networks.	4	Percentage of large research projects with implementation networks.	70% (at least) by 31 March 2010.	84.8% 39 out of 46	Target exceeded. There is strong institutional commitment to ensure involvement of critical stakeholders in the planning and execution of research projects, to enhance the relevance of the research and likelihood of eventual uptake of research findings and recommendations.
T Transformation					
To accelerate transformation in the HSRC, with particular reference to African representation in senior research and management positions.	5	Percentage of researchers at senior level (SRS/SRM and above) who are African.	45% (at least) by 31 March 2010.	42.9% 27 out of 63	Target not achieved. It is a challenge to recruit and retain staff in this category. Achievement against this target has continued to improve in the course of the budget year, and surpasses performance of 2008/09 as well as 2007/08. Although this particular target (African) has not been met, the overall target for black* senior research staff has been met and exceeded (65.1% black, 34.9% white). This is due to the HSRC's commitment to employment equity in all recruitment and appointment processes. (*"black people" is a generic term that includes African, Coloureds and Indians, as per definition in the Employment Equity Act, No. 55 of 1998.)
	6	Percentage of researchers at senior level (SRS/SRM and above) who are coloured.	8% (at least) by 31 March 2010.	11.1% 7 out of 63	Target exceeded. See above – indicators 5, 6, 7 and 8 are related.
	7	Percentage of researchers at senior level (SRS/SRM and above) who are Indian.	7% (at least) by 31 March 2010.	11.1% 7 out of 63	Target exceeded. See above – indicators 5, 6, 7 and 8 are related.
	8	Percentage of all researchers at senior level (SRS/SRM and above) who are white.	40% (or less) by 31 March 2010.	34.9% 22 out of 63	Target exceeded. See above – indicators 5, 6, 7 and 8 are related.

Goal		Key performance indicator	Target	Performance results	Reason for variance
To retain and empower critical staff and skills in the HSRC.	9	Attrition rate of permanent staff at the HSRC.	12% (or less) by 31 March 2010.	8.8% 19 out of 217	Target exceeded. For this indicator, only permanent staff members (on indefinite employment contracts) were considered. Few resignations were received in this category due to favourable working conditions in a relatively harsh economic climate.
	10	Percentage of staff trained in gender sensitivity.	75% (at least) up to 31 March 2010.	83.3% 409 out of 491	Target exceeded. The capacity development unit ensured that appropriate training providers were sourced and appointed. The financial and logistical support from the capacity development unit enabled more staff from research and support units to attend gender sensitivity training.
E Research excellence					
To promote and affirm research excellence by emphasising publication of peer-reviewed scholarly articles by senior, as well as emerging, HSRC researchers.	11	Peer-reviewed publications in an internationally accredited scientific journal, per senior researcher (SRS/SRM and above).	1.3 (at least) by 31 March 2010.	1.52 96 produced by 63 researchers in this category	Target exceeded. Emphasis was placed on publication targets in individual performance management processes; support provided for placement of journal articles once accepted.
	12	Peer-reviewed publications in a recognised scientific journal per junior researcher (RS/RM and lower).	0.6 (at least) by 31 March 2010.	0.83 48 produced by 58 researchers in this category	Target exceeded. Emphasis was placed on publication targets in individual performance management processes. Senior researchers are encouraged to involve more junior researchers in co-authoring of journal articles as part of mentoring.
C Capacity building					
To contribute to human capital development in the human and social sciences.	13	Number of interns (research trainees) enrolled in a masters programme.	32 (at least) during the period 1 April 2009 to 31 March 2010.	38	Target exceeded. Capacity development programme and funding facilitated the recruitment and appointment of interns; funding for capacity development also available via several externally-funded projects.

Goal		Key performance indicator	Target	Performance results	Reason for variance
	14	Number of interns (research trainees) enrolled in a PhD programme.	21 (at least) during the period 1 April 2009 to 31 March 2010.	35	Target exceeded. Capacity development programme and funding facilitated the recruitment and appointment of interns; funding for capacity development also available via several externally-funded projects.
	15	Number of postdoctoral fellowships.	18 (at least) during the period 1 April 2009 to 31 March 2010.	14	Target not achieved. There is a limited pool of postdoctoral candidates in the country. Universities are able to appoint such candidates on fellowship grants, whereas the HSRC has to appoint them on salary. Strong competition to appoint these candidates is also experienced from the public and private sectors.
S Sustainability					
To ensure the financial sustainability of the HSRC.	16	Percentage of grants that are extra-parliamentary.	54% (at least) by 31 March 2010.	56.6% Actual income excluding PG: R155 922 000+ R36 754 000 = R192 676 000/ R340 646 000 (Total revenue)	Target exceeded. The HSRC is dependent on the achievement of external income to meet its overall budget and cash flow obligations. This aspect of its performance is measured at research unit level, and carefully monitored and managed throughout the year.
	17	Percentage of all grants that are multi-year (at least three years).	45% (at least) by 31 March 2010.	64.0% R136 022 243 out of R212 419 738	Target exceeded. The achievement of multi-year grants is an institutional priority. Multi-year grants are also generally linked to larger budgets.

10 out of 14 selected targets achieved or exceeded

7. Discontinued activities/activities to be discontinued

There were no discontinued activities in the year under review for the HSRC.

8. New/proposed activities

There are no new/proposed activities for the 2010/11 financial year for the HSRC.

9. Events after the reporting date

The HSRC management has decided to enter into a restructuring process that will be effective from 1 July 2010. The rationale for restructuring is as follows:

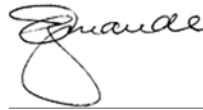
- To better align HSRC research thrust with national priorities;
- To support the national ten-year innovation plan;
- To reduce duplication, and focus research work in programmes;
- To facilitate institutional response to the wishes and direction of the HSRC Board; and
- To streamline the top management structure for greater efficiency and effectiveness.

This restructuring does not entail any loss of staff, as it only refers to alignment with the national priorities.

10. Business address

134 Pretorius Street
PRETORIA
0002

11. Approval



Mrs P. Nzimande
Interim chair of the HSRC Board
29 July 2010

STATEMENT OF FINANCIAL PERFORMANCE for the year ended 31 March 2010

	Note	2010 R'000	2009 R'000
Revenue		340 646	322 460
Research revenue	2.1	155 922	150 594
Parliamentary grants	2.2	147 970	140 334
Other revenue	3	36 754	31 532
Expenses		340 417	327 492
Administrative expenses	4	79 508	78 388
Research cost	5	64 520	77 655
Staff cost	6	154 458	132 543
Other operating expenses	7	26 676	26 746
Finance cost	8	2 397	2 713
Depreciation, amortisation and impairment expense	14.1/14.2	12 858	9 447
Surplus/(deficit) for the period		229	(5 032)

STATEMENT OF FINANCIAL POSITION as at 31 March 2010

	Note	2010 R'000	2009 R'000
ASSETS			
Current assets			
Cash and cash equivalents	9	18 235	47 027
Trade and other receivables from exchange transactions	10	41 606	26 794
Inventories	11	4 166	3 517
Prepayments and advances	12	2 643	1 852
VAT receivable	13	3 523	-
		70 173	79 190
Non-current assets			
Property, plant and equipment	14.1	179 655	177 131
Intangible assets	14.2	6 593	3 882
Prepayments and advances	12	29	58
Operating lease accrual	15	76	905
		186 353	181 976
Total assets		256 526	261 166
LIABILITIES			
Current liabilities			
Trade and other payables from exchange transactions	16	35 093	38 918
VAT payable	13	-	668
Income received in advance	17	26 283	34 228
Current finance lease liability	18	3 290	3 434
Current provisions	20	12 041	10 647
		76 707	87 895
Non-current liabilities			
Non-current finance lease liability	18	2 181	3 672
Operating lease commitments	15	735	811
		2 916	4 483
Total liabilities		79 623	92 378
Net assets		176 903	168 788
NET ASSETS			
Reserves		144 404	143 653
Accumulated surplus/(deficit)		32 499	25 135
Total Net assets		176 903	168 788

STATEMENT OF CHANGES IN NET ASSETS for the year ended 31 March 2010

		Capital funds	Total: Reserves	Accumulat- ed surplus/ (deficit)	Total: net assets
	Note	R'000	R'000	R'000	R'000
Balance at 1 April 2008		74 665	74 665	9 398	84 063
Changes in accounting policy	14.1.1	-	-	444	444
Correction of prior period error	30	-	-	20 325	20 325
Restated balance		74 665	74 665	30 167	104 832
Surplus/(deficit) on revaluation of Property, plant and equipment		68 988	68 988	-	68 988
Surplus/(deficit) for the period		-	-	(5 032)	(5 032)
Balance at 1 April 2009		143 653	143 653	25 135	168 788
Surplus/(deficit) on revaluation of Property, plant and equipment	14.1.1	751	751	-	751
Change in accounting policy	14.1.1	-	-	7 135	7 135
Surplus/(deficit) for the period		-	-	229	229
Balance at 31 March 2010		144 404	144 404	32 499	176 903

CASH FLOW STATEMENT for the year ended 31 March 2010

	Note	2010 R'000	2009 R'000
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts		319 238	332 939
Sales of goods and services		155 922	150 594
Grants		147 970	140 334
Interest received		(2 243)	(5 385)
Other receipts		17 589	47 396
Payments		335 081	321 312
Employee costs		154 458	132 543
Suppliers		64 520	77 655
Interest paid		1 438	1 478
Other payments		114 665	109 636
Net cash flows from operating activities	21	(15 843)	11 627
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of fixed assets		(12 616)	(16 073)
Proceeds from sale of fixed assets		18	111
Proceeds from sale of investments		2 243	5 385
Net cash flows from investing activities		(10 355)	(10 577)
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of finance lease liability		(2 594)	(886)
Net cash flows from financing activities		(2 594)	(886)
Net increase/(decrease) in net cash and cash equivalents		(28 792)	164
Net cash and cash equivalents at beginning of period		47 027	46 863
Net cash and cash equivalents at end of period	9	18 235	47 027

1.1 Basis of preparation

The annual financial statements have been prepared using the accrual basis of accounting, in terms of which items are recognised as assets, liabilities, net assets, revenue and expenses when they satisfy the definitions and recognition criteria for those elements, which in all material aspects are consistent with those applied in the previous year, except where a change in accounting policy has been recorded.

The financial statements are prepared in South African Rand (R) and all values are rounded to the nearest thousand (R'000) except where otherwise indicated.

The annual financial statements have been prepared in accordance with the effective standards of Generally Recognised Accounting Practice (SA Standards of GRAP), including any interpretations and directives issued by the Accounting Standards Board (ASB).

1.2 Changes in Accounting Policy and Comparability

Accounting Policies have been consistently applied, except where otherwise indicated below:

For the year ended 31 March 2009 the entity complied with the three effective GRAP standards, and all relevant GAAP standards. For the year ended 31 March 2010 the entity has adopted the accounting framework as set out in point 1.1 above. The details of any resulting changes in accounting policy and comparative restatements are set out below.

The entity changes an accounting policy only if the change:

- (a) is required by a Standard of GRAP; or
- (b) results in the Annual Financial Statements providing reliable and more relevant information about the effects of transactions, other events or conditions on the performance or cash flow.

1.3 Going Concern Assumption

The annual financial statements have been prepared on a going concern basis.

1.4 Offsetting

Assets, liabilities, revenues and expenses have not been offset except when offsetting is required or permitted by a SA Standard of GRAP.

1.5 Revenue recognition

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the HSRC and revenue can be reliably measured. Revenue is measured at fair value of the consideration receivable on an accrual basis. Revenue includes investment and non-operating income exclusive of value-added taxation, rebates and discounts. The following specific recognition criteria must also be met before revenue is recognised:

a. Research revenue

Revenue that resulted from the rendering of research and related services is recognised at the stage of completion, determined according to the percentage cost to date in relation to the total estimated cost of the project.

b. Other revenue

Revenue from the sale of goods is recognised when significant risk and rewards of ownership of goods are transferred to the buyer. Sale of goods includes publications, sale of food and parking. Revenue from royalties is recognised on an accrual basis in accordance with the substance of the relevant agreement. Rental income is recognised as revenue on a straight-line basis over the lease term, unless another systematic basis is more representative of the time pattern in which benefit derived from the leased asset is diminished.

c. Interest income

Revenue is recognised as interest accrued using the effective interest rate, and is included in other revenue in the statement of financial performance.

d. **Parliamentary grants**

Revenue from parliamentary grants shall be measured at the amount of the increase in net assets recognised by the entity.

1.6 **Taxes**

HSRC is exempt from income tax in terms of Section 10(1)(a) of the Income Tax Act No. 58 of 1962.

1.7 **Property, plant and equipment**

Property, plant and equipment (other than land and buildings and artwork) are measured at cost, net of accumulated depreciation and/or accumulated impairment losses, if any. The cost of an item of property, plant and equipment is recognised as an asset when:

- It is probable that future economic benefits associated with the item will flow to the entity;
- and the cost of the item can be measured reliably.

Costs include costs incurred initially to acquire or construct an item of property, plant and equipment and costs incurred subsequently to add to, replace part of, or service it. If a replacement cost is recognised in the carrying amount of an item of property, plant and equipment, the carrying amount of the replaced part is derecognised.

All other repair and maintenance costs are recognised in the statement of financial performance as incurred. The present value of the initial expected estimate cost for the decommissioning of the asset after its use is included in the cost of the respective asset if the recognition criteria for a provision are met.

Land and buildings are measured at fair value less accumulated depreciation on buildings and impairment losses recognised after the date of the revaluation. Valuations of owner occupied property are performed every three years based on the income capitalisation method. The market value is determined from the ability of the property to generate rental income taking into account the related expenses, the

rental income which is capitalised at a market-related rate and taking into account the risk, age and condition of the property with existing buildings. Any surpluses that occur due to the revaluation of land and buildings are allocated to the revaluation reserve, except to the extent that it reverses a revaluation decrease of the same asset previously recognised. A revaluation deficit is recognised in the statement of financial performance, except to the extent that it offsets an existing surplus on the same asset recognised in the asset revaluation reserve.

Artwork is measured at fair value less accumulated depreciation on artwork and impairment losses recognised after the date of the revaluation. Valuations of artwork are performed every five years based on the current market value method. The market value factored into each assessment is the artist, the medium used and the size in relation to the overall aesthetic appeal (to the market) of each artwork. Any surpluses that occur due to the revaluation of artwork are allocated to the revaluation reserve, except to the extent that it reverses a revaluation decrease of the same asset previously recognised in the statement of financial performance. A revaluation deficit is recognised in the statement of financial performance, except to the extent that it offsets an existing surplus on the same asset recognised in the asset revaluation reserve.

The revaluation surplus included in net assets in respect of an item of property, plant and equipment is transferred directly to accumulated surpluses or deficits when the asset is derecognised. This involves transferring the whole of the surplus when an asset is retired or disposed of. Transfers from revaluation surplus to accumulated surpluses or deficits are not made through surplus or deficit.

Depreciation is applied on a straight-line basis as follows:

a. **Freehold land**

Land has an unlimited useful life and therefore is not depreciated but stated at fair value.

b. Freehold buildings

The HSRC identified the following major components of buildings:

- lifts
- telephone system
- fixtures
- buildings

The useful lives of the various components of buildings have been assessed to be:

- | | |
|--------------------|--------------|
| • lifts | 25 years |
| • telephone system | 25 years |
| • fixtures | 25 years |
| • buildings | 25-100 years |

c. Equipment, motor vehicles and artwork

The useful lives of the various categories of equipment have been assessed to be:

- | | |
|---------------------------------|------------|
| • office furniture | 22 years |
| • motor vehicles | 5 years |
| • computer and other equipment | 5-22 years |
| • library books and manuscripts | 20 years |
| • artwork | 25 years |

d. Leasehold assets

These assets are depreciated over the shorter of the contract period or the assessed useful lives of the assets.

All assets that were bought with donor funds or grants except freehold land and buildings and that were donated to the community, on termination of the project, are depreciated over the shorter of the lease term or the useful life of project.

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in the statement of financial performance in the year the asset is derecognised.

The assets' residual values, useful lives and methods of depreciation are reviewed at each financial year end, and adjusted prospectively if appropriate.

1.8 Intangible assets

An intangible asset is recognised when:

- It is probable that the expected future economic benefits that are attributable to the asset will flow to the entity; and
- the cost of the asset can be measured reliably.

Intangible assets are initially recognised at cost. Expenditure on research (or on the research phase of an internal project) is recognised as an expense when it is incurred.

An intangible asset arising from development (or from the development phase of an internal project) is recognised when:

- It is technically feasible to complete the asset so that it will be available for use or sale;
- there is an intention to complete and use or sell it;
- there is an ability to use or sell it;
- it will generate probable future economic benefits;
- there are available technical, financial and other resources to complete the development and to use or sell the asset; and
- the expenditure attributable to the asset during its development can be used reliably.

Subsequent expenditure is capitalised only when it increases the future economic benefits embodied in the asset to which it relates. The amortisation is calculated at a rate considered appropriate to reduce the cost of the asset less residual value over the shorter of its estimated useful life or contractual period. Residual values and estimated useful lives are reviewed annually.

Intangible assets that meet the recognition criteria are stated in the statement of financial position at amortised cost, being the initial cost price less any accumulated amortisation and impairment losses.

Amortisation is charged to the statement of financial performance so as to write off the cost of intangible assets over their estimated useful

lives, using the straight-line method as follows:

- IT software average of 5-20 years
- user rights 20 years

1.9 Impairment of non-financial assets

The HSRC assesses at each reporting date whether there is any indication that an asset may be impaired. If any such indication exists, the entity estimates the recoverable amount of the individual asset. If it is not possible to estimate the recoverable amount of the individual asset, the recoverable amount of the cash-generating unit to which the asset belongs is determined.

A cash-generating unit is the smallest identifiable group of assets that generates cash inflows that are largely independent of the cash inflows from other assets or groups of assets.

The recoverable amount of an asset or a cash-generating unit is the higher of its fair value less costs to sell and its value in use. If the recoverable amount of an asset is less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. That excess is an impairment loss and it is charged to the statement of financial performance.

An impairment loss of assets carried at cost less any accumulated depreciation or amortisation is recognised immediately in the statement of financial performance. Any impairment deficit of a revalued asset is treated as a revaluation decrease in the revaluation reserve only to the extent of the existing reserve.

The HSRC assesses at each reporting date whether there is any indication that an impairment loss recognised in prior periods for assets may no longer exist or may have decreased. If any such indication exists, the recoverable amounts of those assets are estimated and matched against their carrying values and any excess of the recoverable amounts over their carrying values is reversed to the extent of the impairment loss previously charged in the statement of financial performance.

1.10 Inventory

Inventories are valued at the lower of cost price or net realisable value. The net realisable value is the estimated selling price, less the estimated completion costs or selling costs.

Cost for the cafeteria is determined on the weighted average method. Cost for publications is determined by using specific identification of their individual costs.

When inventories are sold, the carrying amount of those inventories is recognised as an expense in the period in which the related revenue is recognised.

The amount of any write-down of inventories to net realisable value and all losses of inventories are recognised as an expense in the period the write-down or loss occurs.

1.11 Leases

A lease is classified as a finance lease if it transfers substantially all the risks and rewards incidental to ownership. A lease is classified as an operating lease if it does not transfer substantially all the risks and rewards incidental to ownership. The classification of the leases is determined using GRAP 13 – Leases.

a. Operating leases: lessee

Lease agreements are classified as operating leases where substantially the entire risks and rewards incident to ownership remain with the lessor. Operating lease payments are recognised as an expense on a straight-line basis over the lease term. The difference between the amounts recognised as an expense and the contractual payments is recognised as an operating lease asset/liability. The asset is not discounted.

b. Finance leases: lessee

Finance leases are recognised as assets and liabilities in the statement of financial position at amounts equal to the fair value of the leased assets or, if lower, the present value of the minimum lease payments. The corresponding liability to the lessor is included in the statement of financial position as a finance lease obligation.

The discount rate used in calculating the present value of the minimum lease payments is the incremental borrowing rate for the HSRC. The lease payments are apportioned between the finance charge and reduction of the outstanding liability. The finance charge is allocated to each period during the lease term so as to produce a constant periodic rate on the remaining balance of the liability.

The depreciation policy for depreciable leased assets is as follows:

- computer and other 3-5 years
- vehicles 5 years
- user rights 20 years

c. Operating leases: lessor

Lessors shall present assets subject to operating leases in their statement of financial position according to the nature of the asset. Lease revenue from operating leases shall be recognised as revenue on a straight-line basis over the lease term, unless another systematic basis is more representative of the time pattern in which benefit derived from the leased asset is diminished. The depreciation policy for depreciable leased assets is consistent with the lessor's normal depreciation policy for similar assets.

1.12 Employee benefits

a. Short-term employee benefits

The cost of short-term employee benefits (those payable within 12 months after the service is rendered, such as paid vacation leave, bonuses and non-monetary benefits such as medical care) are recognised in the period in which the service is rendered and are not discounted.

b. Post-employment benefit costs

Pension funds

The entity contributes to a pension fund for the benefit of its employees. The plan is a defined benefit plan. The cost of providing these benefits is determined based on the projected unit credit method and actuarial valuations are performed every second year. Pensions are provided for employees

by means of two separate pension funds to which contributions are made. With regard to the HSRC pension fund (HSRCPF), and with effect from 1 April 1992, previous and current service costs and adjustments based on experience and additional funding for retired employees are acknowledged in the statement of financial performance as soon as the liability is known.

With regard to the Associated Institutions Pension Fund (AIPF), only the council's contributions to the respective pension fund are recognised in the statement of financial performance, thus a defined contribution plan.

c. Post-retirement medical aid benefits

The entity contributes to a medical aid for the benefit of its employees. The plan is a defined benefit plan. The cost of providing these benefits is determined based on the projected unit credit method and actuarial valuations are performed every second year.

The HSRC contributed voluntarily to post-retirement medical aid benefits of specific employees who opted to remain on the previous conditions of service when the benefit was terminated. The HSRC does not provide for post-retirement medical aid benefits to any other category of employees.

1.13 Foreign currency transactions

Transactions in foreign currencies are accounted for at the rate of exchange ruling on the date of the transaction. Liabilities in foreign currencies are translated at the rate of exchange ruling at the reporting date or at the forward rate determined in forward exchange contracts. Exchange differences arising from translations are recognised in the statement of financial performance in the period in which they occur.

1.14 Provisions and contingencies

Provisions are recognised when:

- the HSRC has a present obligation as a result of past events;
- probable that an outflow of resources

embodying economic benefits or service potential will be required to settle the obligations; and

- a reliable estimate can be made of the obligation.

Provisions are not recognised for future operating losses. If the HSRC has a contract that is onerous, the present obligation under the contract is recognised and measured as a provision. Contingent assets and contingent liabilities are not recognised.

1.15 Financial instruments

a. Trade and other receivables

Trade receivables are measured at initial recognition at fair value, and are subsequently measured at amortised cost using the effective interest rate method. Appropriate allowances for estimated irrecoverable amounts are recognised in profit or loss when there is objective evidence that the asset is impaired. Significant financial difficulties of the debtor, and default or delinquency in payments (more than 120 days overdue) are considered indicators that the trade receivable is impaired. The allowance recognised is measured for all debtors with indications of impairment.

The carrying amount of the asset is reduced through the use of an allowance account, and the amount of the loss is recognised in the statement of financial performance within operating expenses. When a trade receivable is uncollectable, it is written off against the allowance account for trade receivables. Subsequent recoveries of amounts previously written off are credited against operating expenses in the income statement.

Trade and other receivables are classified as loans and receivables.

b. Trade and other payables

Trade and other payables are initially measured at fair value, and are subsequently measured at amortised cost using the effective interest rate method.

c. Cash and cash equivalents

Cash and cash equivalents in the statement of financial position comprise of cash at banks and on hand, including investments and short-term deposits with an original maturity of three months or less. For the purpose of the cash flow statement, cash and cash equivalents consist of cash and cash equivalents as defined above, net of outstanding bank overdrafts.

These are initially and subsequently recorded at fair value.

1.16 Related parties

The HSRC operates in an economic sector currently dominated by entities directly or indirectly owned by the South African government. As a consequence of the constitutional independence of the three spheres of government in South Africa, only entities within the national sphere of government are considered to be related parties.

Key management is defined as being individuals with the authority and responsibility for planning, directing and controlling the activities of the entity. We regard all individuals from the level of executive director and council members as key management per the definition of the financial reporting standard.

Close family members of key management personnel are considered to be those family members who may be expected to influence, or be influenced by key management individuals, in their dealings with the entity.

1.17 Comparative figures

When necessary, comparative figures have been adjusted to conform to changes in presentation in the current period. The note affected by prior year adjustments in the current year is Note 30.

1.18 Significant accounting judgments, estimates and assumptions

The preparation of HSRC financial statements requires management to make judgments,

estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, and the disclosure of contingent liabilities, at the reporting date. However, uncertainty about these assumptions and estimates could result in outcomes that require a material adjustment to the carrying amount of the asset or liability affected in future periods.

Judgments

In the process of applying the HSRC accounting policies, management has made the following judgments which have the most significant effect on the amounts recognised in the financial statements:

Operating lease commitments - HSRC as lessor
HSRC has entered into commercial property leases on buildings. HSRC has determined, based on evaluation of the terms and conditions of the arrangements, that it retains all the significant risks and rewards of ownership of these properties and so accounts for these contracts as operating leases.

Estimates and assumptions

The key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date, that have significant risk of causing material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below:

Property, plant and equipment and intangible assets

Property, plant and equipment and intangible assets are depreciated over their useful life taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In reassessing asset lives, factors such as technological innovation and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values.

Impairment testing

Property, plant and equipment and intangible assets are considered for impairment if there is a reason to believe that impairment may

be necessary. The future cash flows expected to be generated by the assets are projected taking into account market conditions and the expected useful lives of the assets. The present value of these cash flows, determined using an appropriate discount rate, is compared to the current carrying value and, if lower, the assets are impaired to the present value.

Revaluation of Property, Plant and Equipment

The HSRC measures its land and buildings at revalued amounts with changes in fair value being recognised in statement of changes in net assets. The entity engaged independent valuation specialists to determine fair value as at 31 March 2009. The key assumptions used to determine the fair value of the land and buildings are further explained in Note 14.

Fair value of financial instruments

Where the fair value of financial assets and financial liabilities recorded in the statement of financial performance cannot be derived from active markets, they are determined using valuation techniques including the discounted cash flow models. The inputs to these models are taken from observable markets where possible, but where this is not feasible, a degree of judgment is required in establishing fair values. The judgments include considerations of inputs such as liquidity risk, credit risk and volatility. Changes in assumptions about these factors could affect the reported fair value of financial instruments.

Pension benefits

The cost of defined benefit pension plans and other post-employment medical benefits as well as the present value of the pension obligation is determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, expected rates of return of assets, future salary increases, mortality rates and future pension increases. All assumptions are reviewed at each reporting date.

Future salary increases and pension increases are based on expected future inflation rates.

Details about the assumptions used are given in Note 22.

1.19 Translation of foreign currencies

A foreign currency transaction is recorded, on initial recognition in the functional currency, by applying to the foreign currency amount the spot exchange rate between the functional currency and the foreign currency at the date of the transaction.

At each reporting date:

- Foreign currency monetary items shall be translated using the closing rate.
- Non-monetary items that are measured in terms of historical cost in a foreign currency shall be translated using the exchange rate at the date of the transaction.
- Non-monetary items that are measured at fair value in a foreign currency shall be translated using the exchange rates at the date when the fair value was determined.

Exchange differences arising on the settlement of monetary items or on translating monetary items at rates different from those at which they were translated on initial recognition during the period or in previous financial statements shall be recognised in surplus or deficit in the period in which they arise.

When a gain or loss on a non-monetary item is recognised directly in net assets, any exchange component of that gain or loss shall be recognised directly in net assets. Conversely, when a gain or loss on a non-monetary item is recognised in surplus or deficit, any exchange component of that gain or loss shall be recognised in surplus or deficit.

1.20 Prepayments and advances

Payments made in advance to suppliers are in respect of computer warranties. There is no contractual right to receive a refund in cash or another financial instrument from the suppliers.

1.21 Irregular and fruitless and wasteful expenditure

Irregular expenditure means expenditure incurred in contravention of, or not in accordance with, a requirement of any

applicable legislation, including:

- The PFMA, 1999 (Act No. 1 of 1999); or
- The State Tender Board Act, 1968 (Act No. 86 of 1968).

Fruitless and wasteful expenditure means expenditure that was made in vain and would have been avoided had reasonable care been exercised. All irregular, fruitless and wasteful expenditure is recognised against the specific class of expense to which it relates and disclosed in a note to the financial statements when it has been identified.

1.22 Standards issued but not yet effective

At the date of authorisation of these financial statements, the following accounting standards of Generally Recognised Accounting Practice (GRAP) were in issue, but not yet effective:

- GRAP 18 - Segment Reporting
- GRAP 21 - Impairment of Non-cash-generating Assets
- GRAP 23 - Revenue from Non-exchange Transactions (Taxes and Transfers)
- GRAP 24 - Presentation of Budget Information in Financial Statements
- GRAP 25 - Employee Benefits
- GRAP 26 - Impairment of Cash-generating Assets
- GRAP 103 - Heritage Assets
- GRAP 104 - Financial Instruments

Application of all of the above GRAP standards will be effective from a date to be announced by the minister of finance. This date is not currently available.

	2010	2009
	R'000	R'000
2 Revenue		
2.1 Research revenue		
Private sector	1 847	3 918
Public corporations	2 397	5 286
Public sector	6 316	9 021
International funding agencies	104 247	104 962
National and provincial funding agencies	41 037	26 720
Professional services	78	222
Innovation fund	-	465
	155 922	150 594
2.2 Parliamentary grants		
Parliamentary grants received	147 970	140 334
	147 970	140 334

	2010	2009
	R'000	R'000
3 Other revenue		
Rental income	10 593	11 032
Publication sales	1 006	1 237
Interest received	2 243	5 385
Cafeteria income	7 896	9 871
Royalties received	304	195
Revenue capital assets	13 477	3 812
Secondment income	1 235	-
	36 754	31 532
4 Administrative expenses		
General expenses	7 419	5 813
Skills development levy	1 411	1 225
Insurance	1 164	1 119
Sundry operating expenses	2 567	1 589
Hire of equipment	30	(401)
Consumable goods	5 263	4 419
Printing and photocopying	3 030	4 320
Postal, telecom and delivery fees	8 013	7 167
Publicity functions and conferences	6 750	5 316
Audit fees	2 923	2 502
Consultant fees	40 690	45 748
Net foreign exchange gains/(loss)	248	(429)
	79 508	78 388
5 Research cost		
Direct labour expense	37 737	29 941
Direct research cost	26 783	47 714
	64 520	77 655

	2010	2009
	R'000	R'000
6 Staff cost		
Wages and salaries	142 402	122 047
Defined contribution plan	11 835	10 103
Social contributions (employer's contributions)		
- official unions and associations	88	72
Post-retirement medical benefit		
- employer contributions	396	397
- decrease in liability	(263)	(76)
	154 458	132 543
Average staff for the financial year ended 31/03/2010	487	441

Note:

Council member and executive director's remuneration is disclosed in note 29.3.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS for the year ended 31 March 2010

	2010	2009
	R'000	R'000
7 Other operating expenses		
Staff training and development	3 268	4 224
Legal fees	395	364
Maintenance, repairs and running costs	16 375	16 661
- Property and buildings	8 063	8 108
- Other maintenance repairs and running costs	8 312	8 553
Entertainment	431	485
Profit/(Loss) on disposal of assets	2 395	(1)
Bad debts written off	1 620	3 721
Operating lease expenses	1 593	1 194
Non-research related expenses	599	98
	26 676	26 746
8 Finance cost		
Finance lease cost	959	1 235
Bank interest	1 438	1 478
	2 397	2 713

9 Cash and cash equivalents	2010 R'000	2009 R'000
Cash at bank	3 728	5 269
Cash on hand	45	44
Short-term investments*	14 462	41 714
	18 235	47 027

*Included in the short-term investments are funds invested on behalf of donors.

	2010	2009
	R'000	R'000
10 Trade and other receivables from exchange transactions		
Trade receivables	39 977	26 269
Other receivables	5 534	4 392
Less: Impairment allowance	(3 905)	(3 867)
	41 606	26 794
10.1.1 Trade receivables: Ageing		
Current (0 - 30 days)	35 112	22 836
31 - 60 days	999	4
61 - 90 days	730	365
91 - 120 days	380	-
121 - 365 days	1 924	1 892
+ 365 days	832	1 172
	39 977	26 269
10.1.2 Impairment allowance: Ageing		
121 - 365 days	(1 957)	(1 938)
+ 365 days	(1 948)	(1 929)
	(3 905)	(3 867)
10.2.1 Reconciliation of the impairment allowance		
Balance at beginning of the year	(3 867)	(4 015)
Contributions to provision	(1 802)	(2 197)
Impaired debts written off against provision	1 764	3 919
Reversal of provision	-	(1 574)
Balance at year end	(3 905)	(3 867)

	2010 R'000	2009 R'000
10.2.2 Trade receivables past due but not impaired		
Trade receivables which are less than 3 months past due are not considered to be impaired. At 31 March 2010, R2 109 000 (2009: R369 000) were past due but not impaired.		
The ageing of amounts past due but not impaired is as follows:		
1 month past due	999	4
2 months past due	730	365
3 months past due	380	-
	2 109	369
10.2.3 Trade receivables impaired		
As of 31 March 2010, trade receivables of R3 905 000 (2009: R3 867 000) were impaired and provided for.		
The ageing of these receivables is as follows:		
3 to 6 months	1 175	1 164
Over 6 months	2 730	2 703
	3 905	3 867
The fair value of trade receivables approximates their carrying amounts.		
11 Inventories		
Finished goods	3 954	2 867
Publications	3 803	2 790
Cafeteria	151	77
Work in progress*	212	650
	4 166	3 517

The amount of write down of inventories recognised as an expense is for the year ended 31 March 2010, R0 (2009: R54 113)

* Work in progress consists of books in production.

	2010	2009
	R'000	R'000
12		
Prepayments and advances		
Prepayments and advances (short term)	2 643	1 852
Prepayments and advances (long term)	29	58
	2 672	1 910

The long-term portion of prepayments is in respect of computer warranties.

13		
VAT		
VAT input	5 689	4 977
VAT output	(2 166)	(5 645)
VAT receivable (payable)	3 523	(668)

14.1 Property, plant and equipment

2010	Total	Land	Lifts	Telephone systems	Fixtures	Buildings	Leasehold property	Artwork	Motor vehicles	Office furniture	Computer and other equipment	Library books and manuscripts
R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Reconciling of carrying value												
Opening net carrying amount	177 131	23 000	2 550	638	4 213	118 246	3 088	89	1 522	4 998	18 787	-
Gross carrying amount	219 690	23 000	3 335	765	4 321	122 350	4 033	214	2 037	6 484	48 425	4 726
Accumulated depreciation	(42 559)	-	(785)	(127)	(108)	(4 104)	(945)	(125)	(515)	(1 486)	(29 638)	(4 726)
Additions and revaluations	17 178	-	-	-	39	1 892	61	1 927	3 048	4 474	5 737	-
Additions	16 427	-	-	-	39	1 892	61	1 176	3 048	4 474	5 737	-
Revaluation	751	-	-	-	-	-	-	751	-	-	-	-
Disposals and adjustments	(2 408)	-	-	-	-	-	-	(12)	-	(349)	(2 047)	-
Cost of disposal	(18 944)	-	-	-	-	-	-	(44)	-	(685)	(18 215)	-
Accumulated depreciation of disposal	16 536	-	-	-	-	-	-	32	-	336	16 168	-
Depreciation	(12 246)	-	(133)	(31)	(173)	(1 326)	(406)	(7)	(329)	(549)	(9 292)	-

14.1 Property, plant and equipment (continued)

2010	Total	Land	Lifts	Telephone systems	Fixtures	Buildings	Leasehold property	Artwork	Motor vehicles	Office furniture	Computer and other equipment	Library books and manuscripts
	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Reconciliation of carrying value												
Closing net carrying amount	179 655	23 000	2 417	607	4 079	118 812	2 743	1 997	4 241	8 574	13 185	-
Gross carrying amount	217 924	23 000	3 335	765	4 360	124 242	4 094	2 097	5 085	10 273	35 947	4 726
Accumulated depreciation	(38 269)	-	(918)	(158)	(281)	(5 430)	(1 351)	(100)	(844)	(1 699)	(22 762)	(4 726)
Historical cost would have been:	-	5 138	-	-	-	73 117	-	1 346	-	-	-	-

The land is registered as Stand 3242 Pretoria, measuring 7 655 m². Registration division JR, Transvaal and is situated at 134 Pretorius Street, Pretoria. The building consists of a reception area, offices, parking area, conference centre and a cafeteria built on land as mentioned above. The valuation was conducted in March 2009 by an independent valuer, Mr L Nel of Djalal Valuation Services Management (Pty) Ltd, using the income capitalisation method. Transactions involving the sale of other buildings were investigated as an alternative basis of valuation but were not used because of uncertain comparability. Under the income capitalisation method, the market value is determined from the ability of the property to produce a rental income, taking into account the expense to produce the rental income, capitalised at a market-related rate, taking into account the risk, age and condition of the property with existing buildings.

The rental income is based on the ability of the building to produce market-related income stream, based on market-related rentals, and it is determined on a five-year lease period with an escalation of 10% per year.

14.1 Property, plant and equipment (continued)

2009	Total	Land	Lifts	Telephone systems	Fixtures	Buildings	Leasehold property	Artwork	Motor vehicles	Office furniture	Computer and other equipment	Library books and manuscripts
R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Reconciliation of carrying value												
Opening net carrying amount	104 267	5 138	2 683	669	2 092	65 807	2 636	82	1 319	4 189	19 652	-
Gross carrying amount	138 014	5 138	3 335	765	2 109	69 163	3 215	198	1 666	5 394	42 305	4 726
Accumulated depreciation	(33 747)	-	(652)	(96)	(17)	(3 356)	(579)	(116)	(347)	(1 205)	(22 653)	(4 726)
Additions and revaluations	84 531	17 862	-	-	2 212	53 187	818	16	371	1 180	8 885	-
Additions	15 544	-	-	-	2 212	2 062	818	16	371	1 180	8 885	-
Revaluation	68 987	17 862	-	-	-	51 125	-	-	-	-	-	-
Disposals and adjustments	(2 747)	-	-	-	-	-	-	-	-	(90)	(2 657)	-
Carrying amount	(110)	-	-	-	-	-	-	-	-	(90)	(20)	-
Cost of disposal	(119)	-	-	-	-	-	-	-	-	(90)	(29)	-
Accumulated depreciation of disposal	9	-	-	-	-	-	-	-	-	-	9	-
Transfer to assets	(2 637)	-	-	-	-	-	-	-	-	-	(2 637)	-
Cost of the transfer	(2 736)	-	-	-	-	-	-	-	-	-	(2 736)	-
Accumulated depreciation	99	-	-	-	-	-	-	-	-	-	99	-

14.1 Property, plant and equipment (continued)

2009	Total	Land	Lifts	Telephone systems	Fixtures	Buildings	Leasehold property	Artwork	Motor vehicles	Office furniture	Computer and other equipment	Library books and manuscripts
	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Reconciliation of carrying value												
Depreciation	(8 920)	-	(133)	(31)	(91)	(748)	(366)	(9)	(168)	(281)	(7 093)	-
Closing net carrying amount	177 131	23 000	2 550	638	4 213	118 246	3 088	89	1 522	4 998	18 787	-
Gross carrying amount	219 690	23 000	3 335	765	4 321	122 350	4 033	214	2 037	6 484	48 425	4 726
Accumulated depreciation	(42 559)	-	(785)	(127)	(108)	(4 104)	(945)	(125)	(515)	(1 486)	(29 638)	(4 726)
Historical cost would have been:	-	5 138	-	-	-	71 226	-	-	-	-	-	-

	2010 R'000	2009 R'000
14.1.1 Property, plant and equipment at deemed cost		
Property, plant and equipment recognised at deemed cost		
Leasehold property	14	-
Computer and other equipment	1 925	403
Office furniture	4 020	41
Artwork	1 176	-
Net assets	7 135	444
Adjustment to carrying amounts previously reported		
Leasehold property	10	-
Computer and other equipment	1 583	41
Office furniture	3 859	27
Artwork	1 176	-
	6 628	68
Deemed cost was determined using the depreciated replacement cost for all items of Property, plant and equipment.		
14.1.2 Compensation received for losses on Property, plant and equipment – included in operating surplus		
Computer and other equipment	18	-
	18	-
14.1.3 Details of valuation		
The effective date of the revaluations was 31 March 2010. Revaluations were performed by an independent professional valuer from Gillian Scott-Berning, Harriet Hedley, BA (Hons) History and Christie's Fine Arts Course. Harriet Hedley is not connected to the HSRC. Artwork is revalued independently every 5 years.		
Artwork	751	-
	751	-

14.2 Intangible assets

2010	Total	Software	Usage rights
Reconciliation of carrying value	R'000	R'000	R'000
Opening net carrying amount	3 882	3 882	-
Gross carrying amount	4 377	4 377	-
Accumulated depreciation	(495)	(495)	-
Additions	3 323	1 143	2 180
Depreciation	(612)	(530)	(82)
Closing net carrying amount	6 593	4 495	2 098
Gross carrying amount	7 700	5 520	2 180
Accumulated depreciation	(1 107)	(1 025)	(82)

2009	Total	Software	Usage rights
Reconciliation of carrying value	R'000	R'000	R'000
Opening net carrying amount	1 327	1 327	-
Gross carrying amount	1 551	1 551	-
Accumulated depreciation	(224)	(224)	-
Additions and revaluations	90	90	-
Additions	90	90	-
Disposals and adjustments	2 637	2 637	-
Cost of disposal	2 736	2 736	-
Accumulated depreciation of disposal	(99)	(99)	-
Depreciation and impairment	(172)	(172)	-
Depreciation	(172)	(172)	-
Impairment	(355)	(355)	-
Reversal of impairment	355	355	-
Closing net carrying amount	3 882	3 882	-
Gross carrying amount	4 377	4 377	-
Accumulated depreciation	(495)	(495)	-

	2010	2009
	R'000	R'000
15 Operating leases accruals and commitments		
Operating lease accruals	905	808
Movement for the year	(829)	97
Balance at year end	76	905
Operating lease commitments	(811)	(822)
Movement for the year	75	11
Balance at year end	(736)	(811)
15.1 Operating lease arrangements as the lessee:-		
15.1.1 Future minimum lease payments		
Up to 12 months		
Cape Town lease	2 515	2 309
Durban lease	1 030	60
Mthatha lease	-	93
Port Elizabeth lease	147	135
Sweetwaters lease	73	65
	3 765	2 662
1 to 5 years		
Cape Town lease	1 311	3 816
Durban lease	1 228	-
Mthatha lease	-	-
Port Elizabeth lease	50	197
Sweetwaters lease	161	-
	2 750	4 013

15.1.2 Other disclosures

Cape Town lease

The HSRC has leased office space from Old Mutual Assurance Company (South Africa) Limited at Plein Street, Cape Town, portions of the 10th, 14th and 16th floors and the entire 12th and 13th floors for a period of seven years, effective from 1 October 2006. The lease payment is R192 383 per month (VAT excluded). The contract is expected to include an annual escalation of 9% in the rental.

Durban lease

The HSRC has also leased property in Durban from Alliance Properties. The lease agreement is for three years commencing on 1 May 2007 and has expired on 30 April 2009. The lease payment has an escalation clause of 10%. The lease payment is R55 353 per month (VAT excluded).

Port Elizabeth lease

The HSRC is leasing a property from the Masig Family Trust, 44 Pickering Street, Newton Park, Port Elizabeth. The lease arrangement commenced on 30 August 2008 and expires on 30 July 2011 with an option to renew. The lease payment is R11 236 per month (VAT excluded).

Sweetwaters lease

A lease agreement was signed between the HSRC and Mr F.A. Bhalya in respect of a property referred to as Sweetwaters Bus Depot. The agreement came into operation on 1 March 2008 and is valid for five years. Rental payments were R5 545 per month. The contract includes an annual escalation of 10%.

	2010 R'000	2009 R'000
15.2 Operating lease arrangements as the lessor:-		
15.2.1 Future minimum lease payments		
Up to 12 months		
National Department of Public Works lease (Pretoria)	866	10 388
	866	10 388
1 to 5 years		
National Department of Public Works lease (Pretoria)	-	866
	-	866

Other disclosures

National Department of Public Works lease (Pretoria)

The operating lease undertaken between the HSRC, as the lessor and the National Department of Public Works, as the lessee, is conducted currently on a monthly basis.

The lease contract is for a period of three years, effective from 1 May 2007. The lease payment is R934 772 per month (VAT excluded) with an annual escalation of 9%.

	2010	2009
	R'000	R'000
16 Trade and other payables from exchange transactions		
Trade creditors	21 914	4 983
Accruals	9 759	30 252
Post-retirement medical aid accrual	3 420	3 683
	35 093	38 918
<p>The HSRC considers that the carrying amount of trade and other payables approximates their fair value.</p>		
17 Income received in advance		
Bill & Melinda Gates Foundation	5 161	4 374
Water Services	3 563	6 402
CASP	3 592	-
Going to Scale	1 836	366
Department of Education	1 767	-
Project Accept	1 446	2 490
IPDM	1 153	-
Open Society Initiative	1 085	-
Wellcome Trust	1 005	-
Sahara OVC	948	2 383
Other projects/funding agencies	4 727	18 213
	26 283	34 228

Income received in advance relates to research work still to be completed in the new financial year.

18 Finance lease liability

31 March 2010

	Minimum lease payment	Future finance charges	Present value of minimum lease payments
Amounts payable under finance leases	R'000	R'000	R'000
Within one year	3 759	469	3 290
Within two to five years	2 758	577	2 181
	<u>6 517</u>	<u>1 046</u>	5 471
Less: Amount due for settlement within 12 months (current portion)			(3 290)
			<u>2 181</u>

The average lease term is 43 months and the average effective borrowing rate is prime plus 2%. Interest rates fluctuate with the bank repo rate. Some leases have fixed repayment terms and others escalate between 15% per annum. Obligations under finance leases are secured by the lessor's title to the leased asset.

31 March 2009

	Minimum lease payment	Future finance charges	Present value of minimum lease payments
Amounts payable under finance leases	R'000	R'000	R'000
Within one year	4 110	676	3 434
Within two to five years	3 960	288	3 672
	<u>8 070</u>	<u>964</u>	7 106
Less: Amount due for settlement within 12 months (current portion)			(3 434)
			<u>3 672</u>

The average lease term is 43 months and the average effective borrowing rate is prime plus 2%. Interest rates fluctuate with the bank repo rate. Some leases have fixed repayment terms and others escalate between 15% per annum. Obligations under finance leases are secured by the lessor's title to the leased asset.

19 Capital commitment

	2010 R'000	2009 R'000
Approved by management, but not yet contracted.	-	2 500
The capital expenditure is to be financed as follows:		
Internally-generated funds and grants approved for capital expenditure.	-	2 500

	2010	2009
	R'000	R'000
20 Current provisions		
Annual bonus	2 892	2 612
Provision for leave	9 149	8 035
	12 041	10 647

The 'Provisions' balance includes leave pay and bonus provisions which relate to the HSRC's estimated liabilities arising as a result of services rendered by employees.

	Annual bonus	Provision for leave
1 April 2009	2 612	8 035
Contributions to provision	6 607	12 481
Expenditure incurred	(6 327)	(11 367)
31 March 2010	2 892	9 149
1 April 2008	2 142	7 969
Contributions to provision	3 496	9 924
Expenditure incurred	(3 026)	(9 858)
31 March 2009	2 612	8 035

	2010 R'000	2009 R'000
21 Net cash flows from operating activities		
Surplus/(deficit) for the year	229	(5 032)
Adjustment for:		
Depreciation and amortisation	12 858	9 447
(Gain)/loss on sale of assets	2 395	(1)
Contribution to provisions - current	1 394	537
Finance costs	959	1 235
Impairment loss/(reversal of impairment loss)	1 620	3 721
Interest earned	(2 243)	(5 385)
Net foreign exchange (gains)/loss	248	(429)
Operating surplus before working capital changes:	17 460	4 093
(Increase)/decrease in inventories	(649)	(819)
(Increase)/decrease in trade receivables	(15 538)	12 217
(Increase)/decrease in other receivables	(1 142)	-
(Increase)/decrease in prepayments	(762)	917
(Increase)/decrease in VAT receivable	(3 523)	-
Increase/(decrease) in trade payables	(3 829)	6 969
Increase/(decrease) in VAT payable	(668)	668
Increase in income received in advance	(7 945)	(11 937)
Movement in lease accruals	829	(172)
Movement in lease commitments	(76)	(309)
Cash generated by/(utilised in) operations	(15 843)	11 627

	2010	2009
	R'000	R'000
22 Post-retirement medical benefits		

22.1 Defined contribution plan

As from 1 August 1997, post-retirement medical benefits were provided by membership of a Provision Fund administered by Liberty Group Limited.

The HSRC, for staff who did not belong to the medical aid scheme on 1 August 1997, contributes a monthly amount of R100 to the Fund on behalf of the members. The HSRC, for staff who joined the service of the HSRC after 1 April 1998, irrespective of whether they joined the medical aid scheme or not, contributes an amount of R100 per month to the Fund on behalf of the members.

Present value of obligation	3 420	3 683
Fair value of plan assets	-	-
Liability recognised in the statement of financial position	3 420	3 683
Current service cost		
Present value of obligation at beginning of year	3 683	3 759
Interest cost	327	350
Current service cost	11	10
Benefits paid	(397)	(396)
Actuarial (gain)/loss on obligation	(204)	(40)
Present value of obligation at year end	3 420	3 683

22.2 Liabilities

The liabilities for the HSRC with regard to subsidies in respect of continuation member health care costs can reasonably be regarded as the following:

- The liability in respect of existing continuation members
- The liability in respect of members in active employment

For the members in active employment, the total liability is normally assumed to accrue evenly over the full potential period of active membership starting from the date of joining the HSRC up to the date of death, disability or retirement.

The result of these calculations is an estimate of the cost of these subsidies, based on assumptions regarding the future experience, and does not influence the actual cost of these subsidies. The actual cost will be determined by the actual experience in the future.

The previous assessment of the liability with regard to subsidies in respect of continuation member health care costs was done on 31 March 2008. The next assessment of the liabilities needs to be performed at the next financial year end.

22.3 Particulars of the liabilities

In respect of the members in active employment, the employer subsidises 50% of the subscription (excluding contributions towards a medical savings account) to the applicable Discovery Health Comprehensive Plan at retirement. The subsidy amount will not increase after retirement. However, at death of the member or the member's spouse, whichever occurs first, the subsidy will reduce to the same percentage of the subscription for a single life as at the date of retirement. It has been assumed that this member will belong to the Discovery Health Comprehensive Essential Plan at retirement.

Continuation members of the HSRC do not receive a certain percentage subsidy of each member's medical aid premium after retirement, but receive a fixed amount based on an actuarial calculation when the member retires. This amount does not increase annually and the full subsidy is payable to the member's dependant on death of the member or to the member on death of the member's dependant, if any.

22.4 Particulars of the liabilities

The membership details of the members in active employment and who are entitled to a subsidy after continuation as at reporting date:

	Number of members		Average past service - years	
	2010	2009	2010	2009
Male members	1	1	19	18
Total/weighted average	1	1	19	18

The average age of these members was 39.6 years as at reporting date, compared to 38.5 years in respect of the active members as at 31 March 2009.

Details of the continuation members as at reporting date:

	Number of members		Average subsidy per month - R's		Average weighted age - years	
	2010	2009	2010	2009	2010	2009
Male members	41	41	588	588	75	74
Female members	43	45	407	408	78	77
Total/weighted average	84	86	498	498	77	76

22.5 Valuation results

The results of the current valuation compared to the results as at 31 March 2009 are as follows:

22.5.1 Accrued liabilities

	2010	2009
	R'000	R'000
Liabilities in respect of:		
Members in active employment	82	98
Current continuation members	3 338	3 585
	3 420	3 683

The calculation of liabilities is based on the subsidies that are to be paid in the future, and not based on the expected medical utilisation. Assuming that the current level of cross subsidisation between active and continuation members under the medical scheme will continue into the future, the calculated liability represents the employer liability in this regard.

22.5.1 Accrued liabilities (continued)

Costs for the period 1 April 2009 to 31 March 2010:

	Interest cost	Service cost
	R'000	R'000
Members in active employment	9	11
Current continuation members	318	-
	327	11

The accrued liabilities of active members decreased, by approximately 16.8% (2009: 13.9%) during the current period. This increase is as a net result of the following factors:

- The change in the average age and average accrued service of the active members qualifying for the subsidy led to additional liabilities of approximately 14.8% (2009: 15.5%).
- The liabilities have decreased by approximately 18.9% (2009: 3%) due to the lower than expected increases in the monthly subsidies.
- The net change in the assumption in respect of the discount rate and the medical inflation rate has decreased the liabilities by approximately 12.7% (2009: 4.6%).

The decrease observed in respect of the accrued liabilities of current continuation members of approximately 6.9% (2009: 2.4%) is the net result of the following factors:

- The change in the assumption in respect of the discount rate has decreased the liabilities by approximately 5.3% (2009: 2.1%).
- Two members died during the valuation period which led to a decrease in accrued liabilities of approximately 1.5%.
- The ageing of the continuation member population led to a reduction in accrued liabilities of approximately 0.1% (2009: 2.6%).

In order to show the sensitivity of the key assumption used in calculating the liabilities in respect of the active members, the effect was calculated on an increase or decrease of 100 basis points in the medical inflation assumption. The results are as follows:

Assumption	Variation	Accrued liability in respect of active members	Change in total accrued liability
		R'000	%
Medical inflation +	100 basis points	97	19
Medical inflation -	100 basis points	69	(16)

The liability in respect of current continuation members remains R3 338 000 (2009: R3 585 000) under both scenarios, since it is not affected by medical inflation.

22.5.1 Accrued liabilities (continued)

The effect of assumed future subsidy increases of 1%, 3% and 5% annually was calculated in order to show the sensitivity of this key assumption. The results are as follows:

Accrued liabilities	1% increase	3% increase	5% increase
	R'000	R'000	R'000
Liabilities in respect of:			
Members in active employment	89	107	133
Current continuation members	3 524	3 968	4 540
	3 613	4 075	4 673

22.5.2 Mortality

No mortality rates have been used in respect of the period before retirement. In respect of the period after retirement, the published PA90 (ultimate) mortality tables for males and females respectively were used.

22.5.3 Interest and inflation rate

The basis for the valuation should be based on current market conditions. The future investment return assumption, taking into account the average term of the liabilities, should be based on the yield of the R186 (2009: R186) government bond, as at 31 March 2010. The inflation rate is based on the difference between an appropriate index-linked bond, the R197 (2009: R197), and the R186 (2009: R186) government bond. Medical inflation is expected to exceed general inflation by 3% (2009: 3%) per annum and no provision for future increases in respect of continuation members are allowed for.

The following valuation assumptions were used compared to the assumptions as at 31 March 2009 which are consistent with the requirements of IAS19:

	% per annum	
	2010	2009
Discount rate	9.2	8.9
General inflation rate	5.7	5.9
Medical inflation rate	8.7	8.9

22.5.4 Withdrawals

No withdrawal assumptions were used for the valuation.

22.5.5 Early retirements

An average age was assumed at retirement of 60 years in respect of all members and that the full subsidy will be paid irrespective of the number of years' service.

22.5.6 Number of dependants

The HSRC has assumed that at retirement the member will have one dependant, being a spouse.

The HSRC has used the actual number of dependants of the continuation members as provided.

The HSRC has also assumed that a wife will be 5 years younger than her husband.

22.5.7 Amount of subsidy

For the continuation members, monthly subsidies were used as at 31 March 2010 provided by the HSRC.

For the active member, the monthly subscription projected (excluding contributions towards a medical savings account) as at 31 March 2010 using the subscription at 1 January 2010, together an assumption of 8.7% per annum for medical inflation between 1 January 2010 and 31 March 2010. The resultant values are as follows:

Discovery Health - Comprehensive Essential Plan

	R'000
Member	1 412
Member + 1 dependant	2 760

23 Contingent liabilities

Pending claims

All the claims are being contested based on legal advice. It is highly unlikely that any contingent liability exists.

24 Events after the reporting date

The HSRC management has decided to enter into a restructuring process that will be effective from 1 July 2010. The rationale for restructuring is as follows:

- To better align the HSRC research thrusts with national priorities.
- To support the national ten-year Innovation Plan.
- To lend greater clarity of roles, reduce redundancy and duplication.
- Facilitate institutional response to the wishes and directions of the HSRC Board.
- To streamline the top management structure for greater efficiency and effectiveness.

This restructuring does not entail in any loss of staff, as this restructuring only refers to the alignment with the national priorities.

25 Taxation

No provision has been made for taxation as the HSRC is exempt from tax in terms of Section 10 of the Income Tax Act.

26 Going Concern Assumption

The annual financial statements have been prepared on a going concern basis.

27 Standards issued but not yet effective

At the date of authorisation of these financial statements, the following accounting standards of Generally Recognised Accounting Practice (GRAP) were in issue, but not yet effective:

- GRAP 18 - Segment Reporting
- GRAP 21 - Impairment of Non-cash-generating Assets
- GRAP 23 - Revenue from Non-exchange Transactions (Taxes and Transfers)
- GRAP 24 - Presentation of Budget Information in Financial Statements
- GRAP 26 - Impairment of Cash-generating Assets
- GRAP 103 - Heritage Assets

Management believes that the adoption of these standards in future periods will have no material impact on the financial statements of the HSRC as most of them are irrelevant.

Application of all of the above GRAP standards will be effective from a date to be announced by the Minister of Finance. This date is not currently available.

28 Significant accounting judgments, estimates and assumptions

The preparation of the HSRC annual financial statements requires management to make judgments, estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, and the disclosure of contingent liabilities, at the reporting date. However, uncertainty about these assumptions and estimates could result in outcomes that require a material adjustment to the carrying amount of the asset or liability affected in future periods.

Judgments

In the process of applying the HSRC accounting policies, management has made the following judgments which have the most significant effect on the amounts recognised in the annual financial statements:

Operating lease commitments – HSRC as lessor

The HSRC has entered into commercial property leases on buildings. The HSRC has determined, based on evaluation of the terms and conditions of the arrangements, that it retains all the significant risks and rewards of ownership of these properties and so accounts for these contracts as operating leases.

Estimates and assumptions

The key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date, that have significant risk of causing material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below:

Property, plant and equipment and intangible assets

Property, plant and equipment and intangible assets are depreciated over their useful life taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In reassessing asset useful lives, factors such as technological innovation and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values.

Impairment testing

Property, plant and equipment and intangible assets are considered for impairment if there is a reason to believe that impairment may be necessary. The future cash flows expected to be generated by the assets are projected taking into account market conditions and the expected useful lives of the assets. The present value of these cash flows, determined using an appropriate discount rate, is compared to the current carrying value and, if lower, the assets are impaired to the present value.

Revaluation of Property, plant and equipment

The HSRC measures its land and buildings at revalued amounts with changes in fair value being recognised in statement of changes in net assets. The entity engaged independent valuation specialists to determine fair value as at 31 March 2009. The key assumptions used to determine the fair value of the land and buildings are further explained in Note 14.

Fair value of Financial Instruments

Where the fair value of financial assets and financial liabilities recorded in the statement of financial performance cannot be derived from active markets, they are determined using valuation techniques including the discounted cash flow models. The inputs to these models are taken from observable markets where possible, but where this is not feasible, a degree of judgment is required in establishing fair values. The judgments include considerations of inputs such as liquidity risk, credit risk and volatility. Changes in assumptions about these factors could affect the reported fair value of financial instruments.

Pension benefits

The cost of defined benefit pension plans and other post-employment medical benefits as well as the present value of the pension obligation is determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, expected rates of return of assets, future salary increases, mortality rates and future pension increases. All assumptions are reviewed at each reporting date.

Future salary increases and pension increases are based on expected future inflation rates. Details about the assumptions used are given in Note 22.

29 Related parties

The HSRC is a schedule 3A National Public Entity in terms of the Public Finance Management Act (Act 1 of 1999 as amended) and therefore falls within the national sphere of government. As a consequence the HSRC has a significant number of related parties being entities that fall within the national sphere of government.

Unless specifically disclosed, these transactions are concluded on an arm's length basis. There are no restrictions in the HSRC's capacity to transact with any entity.

29.1 Transactions with related entities

The following is a summary of transactions with related parties during the year and balances due at year end:

	Services rendered		Services received	
	2010 R'000	2009 R'000	2010 R'000	2009 R'000
Major public entities				
Agriseta	1	-	-	-
Centre for Education Policy Development	-	3 637	-	-
Development Bank of Southern Africa	1 355	1 290	-	19
Independent Development Trust	-	1	-	-
Medical Research Council	23	80	-	102
SA Medical Research	-	-	-	6
National Heritage Council	656	-	-	-
National Research Foundation	1 444	-	-	-
SABC	52	-	1	-
Stats SA	-	-	18	-
South African Revenue Service	-	1 325	-	-
State Information Technology Agency (SITA)	-	-	393	1 504
South African Qualifications Authority	21	67	-	78
SA Post Office	-	-	-	12
Telkom SA	-	-	2 924	228
Umgeni Water Board	-	4	-	-
Commission for Gender Equality	-	4	-	-
Department of Trade and Industry	-	1 998	-	-
Independent Electoral Commission	2 725	4 702	-	-
Bubesi Registrars (Pty) Ltd	-	-	-	4 470
Bankseta	1	-	-	-
Department of Science and Technology	296	-	-	-
Merseta	860	-	-	-
National Statistics Bureau (NSB)	49	-	-	-
National Energy Regulator of South Africa (NERSA)	167	-	-	-
National Institute of Health	56	-	-	-
National Prosecuting Authority	1 259	-	-	-
National Youth Development Agency	331	-	-	-
Research Foundation for Mental Hygiene, Inc	1 630	-	-	-
South African Institute of International Affairs	-	-	1 149	-
National Science and Technology Forum	-	-	17	-
46664 Concerts	59	-	-	-
	10 985	13 108	4 502	6 419

29.2 National government business enterprises

	Services rendered		Services received	
	2010 R'000	2009 R'000	2010 R'000	2009 R'000
CSIR - Built Environment Unit	-	491	-	-
CSIR - Natural Resources and the Environment	666	-	-	-
	666	491	-	-

29.3 Fees paid to board members and executive management remuneration:

	2010 Allowance R	2010 Travel R	2010 Total R	2009 Total R
Ms N. Gasa	-	-	-	2 240
Professor J. Gerwel	3 327	-	3 327	6 022
Dr P. Gobodo-Madikizela	4 950	-	4 950	-
Professor R. Hassan	4 950	-	4 950	-
Professor A. Lourens	2 475	-	2 475	-
Professor W. Morrow	-	-	-	2 240
Mr E. Motala	4 950	-	4 950	12 116
Professor P. Naidoo	4 950	-	4 950	-
Mrs P. Nzimande	20 215	-	20 215	4 480
Mr S. Pityana	3 327	-	3 327	10 502
Professor L. Qalinge	4 950	4 350	9 300	-
Professor A. Sawyerr	5 438	-	5 438	-
Dr O. Shisana (<i>ex officio</i> as CEO)	1 994 714	-	1 994 714	1 836 753
Mr M. Sisulu	-	-	-	4 480
Professor E. Webster	-	-	-	4 480
Professor P. Zulu	5,802	-	5,802	-
Executive directors	11 640 095	-	11 640 095	10 345 312
	13 700 143	4 350	13 704 493	12 228 625

29.4 The following is a list of executive directors for the years ended 31 March 2009 and 2010

2010

Dr M. Altman
Dr K.M. Kondlo (resigned 31/03)
Prof. D. Labadarios
Dr A. Kanjee
Dr T. Masilela
Dr U. Pillay
Prof. L.M. Richter
Dr V. Reddy
Prof. L.C. Simbayi

2009

Dr M. Altman
Mr M. Fox (resigned 31/03)
Dr K.M. Kondlo
Prof. D. Labadarios
Dr A. Kanjee
Dr T. Masilela
Dr U. Pillay
Prof. L.M. Richter
Prof. L. Simbayi (acting)
Dr V. Reddy
Prof. M.J. Kahn (retired 31/03)

30 Prior period – Adjustments

The following prior period errors and changes due to the changes in the accounting framework from SA GAAP to SA Standards of GRAP have been identified and the specific effect on annual financial statements. The errors have been corrected and comparatives restated accordingly. Affect on 2009 annual financial statements are as follows:

These prior period errors have no tax effect as the HSRC is exempt in terms of the Income Tax Act.

30.1

Overstated research revenue (Change in accounting framework)

Research revenue from donors (local and foreign) was incorrectly accounted for as rollovers on 31 March 2008, resulting in an overstatement of research revenue for the period then ended. This was done to align the revenue with GRAP 9.

	R'000
Decrease in research revenue - Private sector	26
Decrease in research revenue - Public sector	1 615
Decrease in research revenue - Innovation fund	130
Decrease in research revenue - International funding agencies	10 513
Decrease in research revenue - National funding agencies	1 690
Decrease in research revenue - Other research grants	4 631
Decrease in research revenue - Professional services	20
Decrease in other revenue - Publication sales	192
Increase in accumulated surplus/(deficit)	(18 818)

30.2 Understated research revenue (Change in accounting framework)

Research revenue from donors (local and foreign) was incorrectly accounted for as rollovers on 31 March 2009, resulting in an understatement of research revenue for the period then ended. This was done to align the revenue with GRAP 9.

	R'000
Increase in research revenue - Private sector	(523)
Increase in research revenue - Public corporations	(61)
Increase in research revenue - Public sector	(2,354)
Increase in research revenue - International funding agencies	(6,209)
Increase in research revenue - National funding agencies	(918)
Increase in research revenue - Other research grants	(8,833)
Increase in research revenue - Professional services	(10)
Increase in other revenue - Cafeteria income	(94)
Decrease in administrative expenses - General expenses	(283)
Decrease in income received in advance - Other funding agencies	19,285

30.3 Accounting for finance leases (Error)

Finance leases on computer and other equipment were incorrectly accounted for as operating leases in prior periods. Correction of the lease classifications resulted in the following:

	R'000
Decrease in administrative expenses - Hire of equipment	(3 682)
Decrease in other operating expenses - Other maintenance repairs	(21)
Decrease in other operating expenses - Operating lease expenses	(63)
Increase in finance cost - Finance lease cost	1 235
Increase in depreciation and amortisation expense - Finance lease assets	2 911
Increase in Property, plant and equipment - Finance lease assets	6 057
Increase in operating lease accrual - Leases	(1)
Decrease in operating lease commitments	420
Increase in current finance lease liability	(3 434)
Increase in non-current finance lease liability	(3 670)
Decrease in accumulated surplus/(deficit)	248

30.4 Operating leases (Error)

Lease straight-lining calculated for the year ended 31 March 2009 either incorrect or incomplete. Corrections resulted in the following adjustments:

	R'000
Decrease in other revenue - Rental income	1 216
Increase in other operating expenses - Property and buildings	6
Decrease in other operating expenses - Operating lease expenses	(10)
Decrease in trade and other receivables from exchange transactions	(1 051)
Increase in operating lease commitments - Leases	(2)
Increase in trade and other payables from exchange transactions - Accruals	(6)
Decrease in accumulated surplus/(deficit)	(153)

30.5 Post-retirement medical aid liability (Error)

Post-retirement medical aid liability not accounted for in prior periods due to incorrect classification as voluntary contributions. Liability accounted for as follows:

	R'000
Decrease in staff cost	(76)
Decrease in trade and other payables from exchange transactions - Accruals	(3 683)
Decrease in accumulated surplus/(deficit)	3 759

30.6 Overstated revenue (Error)

Due to drawdown's from investment accounts accounted for but never processed, revenue and investments were overstated for the period and income received in advance was understated.

	R'000
Decrease in research revenue - Public sector	63
Decrease in research revenue - International funding agencies	1 312
Decrease in investments	(63)
Increase in income received in advance - Other funding agencies	(489)
Increase in income received in advance - World Bank	(823)

30.7 Understated revenue (Error)

Interest earned on investment not accounted for in the prior period.

	R'000
Increase in revenue	(242)
Increase in investments	242

30.8 Property, plant and equipment (Error)

The HSRC reassessed the useful lives and residual values of the Property, plant and equipment for the year ended 31 March 2010 for the first time. The reassessment resulted in the following adjustments to net assets and to the 2009 results previously reported:

	R'000
Decrease in depreciation and amortisation expense - Lifts	(9)
Decrease in depreciation and amortisation expense - Telephone systems	(24)
Decrease in depreciation and amortisation expense - Fixtures	(60)
Increase in depreciation and amortisation expense - Buildings	66
Decrease in depreciation and amortisation expense - Leasehold property	(619)
Increase in depreciation and amortisation expense - Artwork	9
Decrease in depreciation and amortisation expense - Motor vehicles	(123)
Decrease in depreciation and amortisation expense - Office equipment	(104)
Increase in depreciation and amortisation expense - Computer and other equipment	1 869
Increase in depreciation and amortisation expense - Software	149
Decrease in accumulated depreciation - Lifts	(153)
Decrease in accumulated depreciation - Telephone systems	147
Decrease in accumulated depreciation - Fixtures	53
Increase in accumulated depreciation - Buildings	(1 371)
Decrease in accumulated depreciation - Leasehold property	1 227
Increase in accumulated depreciation - Artwork	(124)
Decrease in accumulated depreciation - Motor vehicles	429
Decrease in accumulated depreciation - Office equipment	574
Increase in accumulated depreciation - Computer and other equipment	3 364
Increase in accumulated depreciation - Software	(246)
Increase in accumulated surplus/(deficit)	(5 053)

30.9 Prior period provisions (Error)

Provisions were incorrectly recognised and derecognised in prior periods resulting in incorrect disclosure of trade and other payables and expenses.

	R'000
Increase in administrative expenses - Work farmed out	683
Decrease in research cost - Direct labour expense	(140)
Increase in trade and other payables from exchange transactions - Accruals	(141)
Decrease in accumulated surplus/(deficit)	(402)

30.10 VAT claimed in prior periods (Error)

VAT incorrectly claimed in prior periods were rejected by SARS.

	R'000
Decrease in VAT input	(9)
Decrease in accumulated surplus/(deficit)	9

30.11 Interest paid to SARS (Error)

Interest paid to SARS accounted for incorrectly in prior period.

	R'000
Decrease in VAT input	458
Increase in VAT output	(542)
Decrease in accumulated surplus/(deficit)	84

30.12 Prior year accrual (Error)

Prior year accrual for publications revenue calculated incorrectly.

	R'000
Increase in other revenue - Publication sales	(6)
Increase in trade and other receivables from exchange transactions - Other receivables	12
Increase in VAT output	(6)

30.13 Overstated revenue (Error)

Revenue and trade receivables were overstated in the prior period due to invoices issued incorrectly/not in accordance to contracts.

	R'000
Decrease in research revenue - International funding agencies	454
Decrease in research revenue - Other research grants	5
Decrease in trade and other receivables from exchange transactions - Trade receivables	(459)

30.14 Revenue classification (Error)

Research revenue classified and accounted for incorrectly resulted in a reclassification of detailed disclosures.

	R'000
Decrease in research revenue - Public corporations	84
Increase in research revenue - International funding agencies	(84)

	R'000
Items affecting the accumulated surplus/(deficit) as at 1 April 2008:	
30.1 Reversal of 31 March 2008 rollovers	(18 817)
30.3 Accounting for finance leases	248
30.4 Correcting operating leases	(153)
30.5 Accounting for post-retirement medical aid liabilities	3 759
30.8 Property, plant and equipment	(5 053)
30.9 Correcting provision reversals	(402)
30.10 Prior year correction on VAT	9
30.11 Correction on interest paid on VAT	84
Amount disclosed in the statement of changes in net assets	(20 325)

31 Irregular expenditure

Irregular expenditure	87 447
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Did not obtain three quotations, therefore the procurement process was not followed. This is still under investigation and no disciplinary action has been taken as yet.

32 Fruitless and wasteful expenditure

Fruitless and wasteful expenditure	179 295
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Interest of R166 737,99 was paid, as a result of a late payment of PAYE in December 2008 to SARS. Penalties were waived, but not the interest. The employee responsible for the late payment is no longer an employee of the HSRC, therefore no disciplinary action could be taken.

Interest was levied on telephone accounts to the value of R3 557,38. Although paid, the matter is being disputed with the service provider.



33	Reconciliation of the budget with the surplus in the statement of financial performance	R'000
	Net surplus per the statement of financial performance	229
	Adjusted for :	
	Interest paid	153
	Net foreign exchange (gain) or loss	(248)
	Royalties received	(304)
	Fruitless and wasteful	170
	Approved budget	-

34 Financial instruments

In the course of the HSRC operations it is exposed to interest rate, credit, liquidity and market risk. The HSRC has developed a comprehensive risk strategy in order to monitor and control these risks. The risk management process relating to each of these risks is discussed under the headings below:

Interest rate risk

The HSRC manages its interest rate risk by fixing rates on surplus cash funds using short- to medium-term fixed deposits.

Credit risk

Financial assets, which potentially subject the HSRC to the risk of non-performance by counter-parties and thereby subject to credit concentrations of credit risk, consist mainly of cash and cash equivalents and receivables from non-exchange transfers.

Refer to Note 10 for the ageing of receivables from non-exchange transfers.

The HSRC manages/limits its treasury counter-party exposure by only dealing with well-established financial institutions approved by National Treasury through the approval of their investment policy in terms of Treasury Regulations.

Liquidity risk

The HSRC manages liquidity risk through proper management of working capital, capital expenditure and actual vs forecast cash flows and its cash management policy. Adequate reserves and liquid resources are also maintained.

Market risk

The HSRC is exposed to fluctuations in the employment market, for example, sudden increases in unemployment and changes in the wage rates. No significant events occurred during the year that the HSRC is aware of.

Fair values

The HSRC's financial instruments consist mainly of cash and cash equivalents and held-to-maturity financial assets. No financial instrument was carried at an amount in excess of its fair value, and fair values could be reliably measured for all financial instruments. The following methods and assumptions are used to determine the fair value of each class of financial instruments:

Cash and cash equivalents

The carrying amount of cash and cash equivalents and held-to-maturity financial assets approximates fair value due to the relatively short- to medium-term maturity of these financial assets.

Other receivables from exchange transactions

The carrying amount of other receivables from exchange transactions approximates fair value due to the relatively short-term maturity of these financial assets.

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