

Executive Directors



Dr Anil Kanjee

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Improving social and economic development through quality education for all

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

The primary objectives of CEQI are to:

- develop relevant policy options that are costed and 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, 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 Miriam Altman

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Executive Director, Centre for Poverty, Employment and Growth (CPEG), previously the Employment, Growth and Development Initiative (EDGI)

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Innovative employment strategies

CPEG's 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, CPEG has successfully drawn together top decision-makers to concretise innovative ideas.

Our 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
- food security and poverty reduction;
- public employment strategies;
- public employment programmes, with a special emphasis on early childhood development services aimed at children under five; and
- the contribution of the 'social wage' to ensure decent living standards of working people.



Dr Udesh Pillay
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Rolling back poverty in southern Africa

CSD undertakes scientific research towards understanding and explaining the dominant trends in service delivery provision. Scientific research towards understanding and explaining the dominant trends in service delivery provision for human development is critical, 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, CSD works 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, CSD will 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.

CSD's 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.



Professor Linda Richter
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Social science that maximises human potential and advances the rights of vulnerable populations

CYFSD promotes human and social development through high quality, interdisciplinary, applied research. We create knowledge to assist in the design, implementation and

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evaluation of policies and programmes for a better life for all South Africans and the people of Africa.

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 caregiving, including interactions between 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, particularly in Africa. In addition, CYFSD researchers publish widely in peer-reviewed academic and professional journals as well as scholarly books.



Dr Kwandiwe Kondlo

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Committed to democracy, justice and human rights

Our established, reputable and evolving research 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 in particular to the South African state.



Dr Vijay Reddy

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Research that skills the nation

ESSD explores issues in and across the education, work and innovation system interface. Education and skills development promote individual, social and economic development. They are crucial to growth and the exercise of citizenship, whereas science and innovation is central to the knowledge society and to a functioning innovation system.

The programme works in the following areas:

- Education research covers primary, secondary and tertiary education with a specific focus on access, quality, relevance and equity in education. The research is conducted on all the dimensions of the education system to ensure that the capabilities of all are developed via the system right through to the world of work.
- The world of work consists of research into labour markets, skills and human resource development and in this way seeks to address the key imperatives of improved access to skills acquisition, raising employment opportunities and sustaining economic growth. The work of the unit assesses the impact of active labour market strategies and recommends alternatives to change and shape the existing legislative, institutional and policy implementation frameworks.
- Science and innovation studies cover the link between technology, innovation and economic development. The themes of work have evolved in the last two years, and include national, provincial and city–region systems of innovation; university–industry linkages, determinants of innovative activities, R&D capacity nationally and in key sectors, and technology platforms such as ICT, biotechnology, and materials.



Professor Demetre Labadarios

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Harness organisational information to do new things

Knowledge Systems cuts across all other research units and conducts primary and secondary research on socioeconomic and governance issues generally, and the national system of innovation specifically, enabling evidence-based decision-making by our users. The unit works both with external users and the research programmes of the HSRC, and builds complementary expertise in Africa through various networks. Our key areas of research comprise the Centre for Science, Technology and Innovation Indicators (CeSTII), Socio-Economic Surveys (SES) and Geographic Information Systems (GIS).

The principal activities of these sections involve:

- designing, implementing and analysing quantitative and qualitative data including the annual Research and Experimental Development (R&D) Survey, the Innovation Survey and other specified empirical data gathering exercises that generate country science and technology indicators for planning and international benchmarking purposes;
- compiling spatial data sets to provide a comprehensive picture of South Africa’s first and second economies;
- large scale social surveys aimed at monitoring and understanding the dynamics of the changing socioeconomic and cultural landscape in South Africa and the region;
- project, programme and strategic evaluations for external clients and promotion of monitoring and evaluation within the organisation. Development and application of indicators (from input to impact) and innovative participatory monitoring and evaluation methods;
- contributing to the knowledge management strategies of the HSRC; and
- working with peers across the African continent to promote social scientific research and capacity building.

The development and maintenance of good practice in knowledge management contributes to organisational effective and efficiency. Through peer-to-peer and official networks, the unit works with partners across the continent to grow capabilities and share knowledge and experience across our fields of expertise.

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Dr Temba Masilela
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Creative solutions for policy implementation

In 2008/09 PACE consisted of four cross-cutting units, namely Policy Analysis, Gender and Development, Capacity Development Unit and the Centre for Africa's Social Progress, which will be consolidated into a single cross-cutting programme in the 2009/10 financial year.

The work agenda of PACE is primarily informed by the policy agenda of government as expressed in its programme of action. We endeavour to bring research evidence to bear upon policy debates, initiate broad-based and inclusive policy dialogues, engender policy activism, accelerated programme implementation, and foster the assessment and evaluation of programme impacts.

PACE aims to bring innovation and excellence into social and economic policy analysis and provide evidence-informed policy advice that improves the quality of life of all the people on the continent.

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).

In 2008/09 Gender and Development committed itself to providing a framework for a coherent and thematically-linked research programme that includes the development of localised African theories of gender and gender inequality; a comprehensive audit of gender research and expertise in South Africa; the pioneering of alternative research methodologies

that create spaces for women to deliberate and articulate experiences and issues; and the praxis of research as a catalyst of social change.

The mandates of Policy Analysis and Capacity Development are determined by the Department of Science and Technology in terms of ring-fenced allocations through the Medium Term Expenditure Framework (MTEF).

The consolidation of PACE in 2009/2010 is intended to create a more enabling environment for value-adding collaborative policy projects across the HSRC, and to strengthen collegiality, and lower overall administrative costs.

Our work activities will cover the following thematic areas: social protection (including National Health Insurance and impact assessment studies); gender and poverty reduction; developmental state; social innovation; culture, identity and social cohesion; and capacity enhancement.



Professor Leickness Simbayi
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Research to inform HIV/AIDS prevention, care and impact mitigation

SAHA undertakes innovative research on the social aspects of HIV/AIDS and health that goes beyond medical interventions and strives to address health problems at their source.

Our research has three primary goals: 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 among various stakeholders throughout sub-Saharan Africa.

The programme undertakes cutting-edge, scientifically sound, innovative research that contributes to public policy formulation and programme development.

The major areas of research focus 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.

The programme is actively participating in regional initiatives in southern Africa by working closely together with the SADC HIV/AIDS unit and UNAIDS. Other important partnerships are with local and international funders such as national and provincial departments, the Nelson Mandela Foundation, the South African Red Cross Society, and the US President's Emergency Plan for AIDS Relief, and with local and international universities and/or research organisations such as the South African Medical Research Council and the University of Connecticut, USA.

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 Umtata offices, and upgrading the office in Sweetwater; 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.



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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