

Executive directors



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

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Innovative employment strategies

Unemployment is one of the most pressing economic and social problems facing South Africa today. The social impact is particularly severe in the context of a fragile social safety net for the poor and a small underdeveloped informal sector. It is accepted that economic growth is an important contributor to addressing unemployment and poverty. But so is deepening the employment absorbing capacity of that growth path.

The South African government has adopted targets to 2014, including the halving of unemployment and poverty. There are a number of important initiatives to reach these targets at all levels of government and in co-operation with civil society, with AsgiSA being a critical co-ordinating effort in identifying binding constraints to growth, as well as stimulatory activity to promote wider economic participation. Certainly, these actions could make a positive impact on shared growth. But do we have a sense of whether they

are correctly targeted and bold enough to achieve government's employment and poverty targets by 2014, and ultimately surpass them thereafter.

EGDI has drawn together a set of 'evidence-based' employment scenarios of South Africa's economic structure should minimum social and economic targets be met. In this regard, it has developed approaches to specifically understand how market dynamics and policy interventions impact on employment and poverty. This involves the development of integrated economy-wide analysis, as well as consideration of specific policy areas that impact on the whole picture. A number of practical options have been identified, which each has political, financial and bureaucratic implications.

Focus areas include employment scenarios, macro-economy and economic bias, industry strategies for employment creation, employment in public works, public service employment, social grants and the social wage.

The initiative consists of three researchers, two interns and two support staff.



Mr Martin Fox
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Executive Director, Support Services

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The main objective of Support Services is to support the research activities of the HSRC. It comprises nine directorates, which are the following:

- Human Resources (HR) is responsible for all HR-related functions; from advertising for vacancies, to interviews and employment. Fundamentally HR underwrites the HSRC Human Capital Programme.
- Information Services (IS) is tasked with data curation and to enable the research environment of the HSRC with meta data search engines and journal subscriptions.
- Information Technology (IT) maintains a resilient and cost-effective computer network through which it delivers a wide variety of business systems including research management, e-mail, web-hosting, and other back-office tools.
- Finance forms the backbone of the HSRC's financial systems and supports the organisation with expert advice and services around financial management and audit processes.
- Supply Chain Management (SCM) fulfils the legal requirements of compliance with good SCM practice and

Treasury Regulations. The unit assists the organisation with all the procurement from tenders to light bulbs.

- Legal Services (LS) provide legal assistance with contracts, legal opinions and other legal-related requirements.
- The HSRC Press is a 'public benefit' publisher of works emanating from the Council's research activities and other research-based works of exceptional quality. Deriving its mandate from the organisation's obligation to disseminate its research and support humanities and social science scholarship, it is an important element of the HSRC's drive to become a 'knowledge hub' and further its public purpose orientation.
- Operations (Ops) consist of Building Management, Security and Maintenance. Core services supplied by Ops include cleaning and sanitation, security services, maintaining the buildings the HSRC occupies etc.
- Risk and Compliance (RC) gives proactive assurances to executive management and external stakeholders by identifying, monitoring, minimising, and reporting risk exposures.



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

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Committed to democracy, justice and human rights

D&G examines contributions to and constraints on democratisation processes in South Africa, the southern Africa region and the wider African continent. The programme's work includes the evaluation of legislation, policies, strategies and the efficiency of public administration.

More specific research areas include foreign policy, public service performance and delivery, accountability, development, conditions of rural women, race, social cohesion, crime and violence, peace and security, heritage, culture and media. Research seeks to inform public debates, policy development and implementation, and assessing the practice of the state and private bodies in strengthening democracy and accountability and facilitating socio-economic improvement.

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. As such it seeks to measure the practice of the state and private bodies against these standards, and to deepen public and academic discussion about the conditions of democracy.

D&G's research model is underpinned by the idea that good public policy debate is

largely dependent on high-quality research. This comprises basic, theoretical and historical research that speaks to the nature of the state generally, and to the South African state in particular.

Critical areas of Africa focus and violent crimes, and is home to the HSRC flagship publication, the annual *State of the Nation* series – distributed to every South African department and embassy around the world, and sought-after globally.

The programme has a total staff complement of 33, including post-doctoral fellows and African fellows working from its three regional offices in Pretoria, Cape Town and Durban.



Professor Michael Kahn
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Executive Director, Knowledge Systems (KS)

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Harness organisational information to do new things

KS performs a dual role: through the Centre for Science, Technology and Innovation Indicators (CeSTII) we support the work of the Department of Science and Technology, and through the Geographic Information Systems (GIS) and Socio-Economic Surveys (SES) sections, we support HSRC research programmes and external clients.

CeSTII performs and analyses the national research and development (R&D), and innovation surveys to international standards and produces the associated indicators and analyses.

GIS produces the HSRC Master Sample, an essential tool for conducting household surveys and is also the driver of the seminal African Network for

Social Accountability (ANSA), conducted in partnership with the World Bank.

SES works on data management, the annual South African Social Attitudes Survey and many other client-specified studies.

Knowledge Systems consists of 33 staff, of whom 17 are researchers.



Dr Anil Kanjee
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Executive Director, Centre for Education Quality Improvement (CEQI), previously the National Education Quality Initiative (NEQI)

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Improving social and economic development through quality education for all

The NEQI is a high level, cross-cutting initiative established to contribute towards the quality of education in South African schools, particularly for poor and marginalised learners.

The objectives of the centre emerge from extensive discussions with the government, and national and international stakeholders out of which the following priorities were identified: Improving reading and writing in South African schools; developing systems and key indicators to monitor performance of schools; making an impact on the finance policy on education quality in South African schools.

NEQI's research implementation model is based on strategic partnerships with the national and provincial departments of Education, other HSRC research programmes, local and international universities and NGOs, as well as a number of

national and international experts who are appointed as research fellows.

Over the last year NEQI has developed an extensive database of items to assess all Grade 6 English and Mathematics Assessment Standards, specified in the National Curriculum Statements. The initiative also piloted the Grade 9 National Assessment Survey instruments, conducted a review of the applicability of the Millennium Development Goals 2 and 3 to the South African context, and began a project to empirically identify key indicators affecting learner performance in South African schools.

The three areas of work involve multi-layered action research and development projects aimed at developing practical solutions and strategies to facilitate the implementation of an integrated and effective national assessment system that enhance learning in South African schools.

The initiative comprises five staff members: two researchers and three administrative staff.



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

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Creative solutions for policy implementation

PACE consists of three cross-cutting units in the HSRC: the Policy Analysis Unit, the Gender and Development Unit and the Capacity Development Unit.

The Policy Analysis Unit, which is funded by the national Department of Science and Technology, facilitates the generation of policy recommendations based on research evidence and policy dialogues. It focuses on five national social policy priority areas, namely quality education, employment, poverty reduction, service delivery, and HIV and AIDS; and it works with a range of partners to enhance the implementation and evaluation of social policy.

The Policy Analysis Unit works actively in the area of Getting Research into Policy and Practice (GRIPP) through facilitating the generation of policy recommendations based on research evidence and policy dialogues.

Other initiatives include the production of policy briefs, preparing policy recommendations around specific, pertinent issues; a colloquium on education and poverty reduction strategies and issues of policy coherence; a colloquium on the National Health Insurance system, and issues around developing a policy position on a unitary national health system (NHS). And through the Youth Policy Initiative to highlight key challenges facing young people, debate the nature of these challenges and find possible solutions to addressing them.

The Gender and Development Unit is responsible for advancing the conceptual and methodological framework for the HSRC's research in gender and development, and for undertaking specific research projects. The unit is also responsible for facilitating and reinforcing gender mainstreaming across all programmes in the HSRC, and networking with a wide range of partners to advance gender equity.

The Capacity Development Unit is responsible for implementing HSRC-wide capacity development programmes for staff, researcher trainees (MA and PhD interns), and post-doctoral fellows. It is also responsible for strengthening research collaborations and exchange programmes with appropriate organisations in South Africa and on the rest of the African continent.

PACE consists of 12 researchers, four interns and 12 support staff.



Dr Udesh Pillay
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Executive Director, Centre for Service Delivery (CSD), previously Urban, Rural and Economic Development (URED)

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Rolling back poverty in southern Africa

URED is a multi-disciplinary research programme, with the primary objective to promote integrated urban and rural development in South Africa, southern Africa, and across the continent, through problem-oriented research, monitoring and evaluation and user-driven policy briefs.

The unifying overarching theme and purpose of URED's work is poverty reduction. The programme's objectives, orientation and activities are designed specifically to address

key national, regional and Africa-wide development challenges and policy priorities by bringing together the HSRC's capabilities in urban renewal, rural, regional, and economic development. The aim is to develop a formidable organisational capacity and competence in integrated development research.

The programme aims to promote integrated rural and urban development in South Africa and across the continent, with the key objective of improving the human condition through problem-oriented, socio-economic research that informs the formulation and implementation of evidence-based, user-driven public policy.

The activities of URED coalesce around four sub-programmes, all designed to respond primarily to the government's key national development priorities. These are: poverty and rural development; infrastructure and service delivery; urban change, city strategies and migration; and human development, tourism and climate change.

The programme has 23 researchers, with four support staff.



Dr Vijay Reddy
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Research that skills the nation

Education and skills development promote individual, social and economic development, which are crucial to growth and the exercise of citizenship. Science is central to the knowledge society and to a functioning innovation system.

The work of ESSD is organised into three domains that explore issues in and across the education, work and innovation system interface. These are education, the world of work, and innovation studies.

Education researches primary, secondary and tertiary education and its research focuses on access, quality, relevance and equity in education. It investigates areas such as languages and literacy; science, mathematics and technology education; curriculum development and analysis; teachers, teaching and teacher education; finance, governance, management and administration; educational assessment, analysis and evaluation; technical and vocational education and training; and higher education.

The world of work researches labour markets, and skills and human resource development. In this way it seeks to address the key imperatives of improved access to skills acquisition, raising employment opportunities and sustaining economic growth. Science and innovation studies – researches the link between technology, innovation and economic development. It involves analysis of skills and training; employment equity; occupations and professions; youth unemployment; and the impact of HIV/AIDS.

Innovation studies researches the link between technology, innovation and economic development. It investigates areas of firm learning and technological upgrading; university-industry linkages; and regional innovation systems.

The programme has a total staff complement of 29, consisting of 20 researchers and nine support staff and work from three regional offices in Pretoria, Cape Town and Durban.



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

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

CYFSD aims to promote human and social development through the production of high quality applied research that addresses challenges arising from social inequality, poverty, violence, HIV/AIDS and other causes of ill-health and suffering; in short, the causes of the loss of human potential.

We focus on individuals, groups, social institutions and processes relating to children, youth, families and vulnerable populations, including older individuals and people with disabilities. This involves researching aspects of the full life course, from infancy to old age.

We strive, through an interdisciplinary and collaborative approach, to contribute knowledge and evidence to inform the design, implementation and evaluation of policies and programmes to achieve a better life for all South Africans.

The programme runs three large field studies:

- Birth to Twenty, the unique longitudinal birth cohort study situated at Chris Hani-Baragwanth Hospital at the University of the Witwatersrand;
- Project Accept in Vulindlela (KZN), a randomised community trial to rapidly increase the number of people, especially youth, who know their HIV status, and thereby to change

community dynamics with respect to the HIV epidemic; and

- Project Masihambisane (KZN) which seeks to test the effectiveness of health information materials and a clinic-based peer support and mentoring intervention to improve the health and well-being of HIV-positive mothers and their babies during pregnancy and the early post-partum period.

Research in CYFSD is organised through six thematic areas, although there is significant cross-cutting activity, networks and dissemination across themes. The themes address children (early childhood development), youth (youth development), families (family studies), social security (social protection), and two other significant areas of health and well-being, namely HIV and AIDS, and health and well-being.

CYFSD has 18 full-time senior researchers, fairly evenly distributed across the Durban, Cape Town and Pretoria offices, and more than 100 additional research and technical staff employed in the field studies mentioned above.



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

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

SAHA undertakes research to inform HIV/AIDS prevention and care, and to mitigate the impact of the epidemic. We strive to undertake cutting-edge, scientifically sound and innovative research that contributes to public policy

formulation and programme development.

The programme has two primary goals: first, to conduct policy-relevant research that responds to current challenges facing South Africa; and, secondly, to conduct intervention research and programme assessments that aim to improve the lives of South Africans.

SAHA focuses on three areas:

- The behavioural aspects of HIV/AIDS aims to understand both social (i.e., interpersonal) and behavioural (i.e., personal) factors that drive the HIV/AIDS epidemic. The acquired knowledge is used to develop and test behavioural interventions that are theory-based and aimed at prevention among the general public and people living with HIV/AIDS (PLWHA). Other research focuses on understanding and reducing stigma and discrimination among PLWHA; risk behaviour among men who have sex with men; and efforts to mitigate the impact of the disease among orphaned and vulnerable children (OVC).
- Epidemiology, strategic research and health policy provide epidemiological support and expertise, undertakes policy-relevant applied epidemiological research and conducts strategic research. It encompasses infectious disease epidemiology, biostatistics, data management and analysis; HIV/AIDS intervention research aimed at the development of synergistic prevention and care programmes; and monitoring and evaluation, including national programme impact assessment.
- Health systems and social determinants of health focus on research on developing and evaluating interventions which promote evidence-based health care provision. It deals with, among others, health services disparities, health promotion, transformation of health systems and operations research.

SAHA has a multi-disciplinary team of 20 full-time researchers, and about 50 interns and support staff.

