

HUMAN TOUCH



ANNUAL REPORT 2007-2008

The Human Sciences Research Council (HSRC) is mandated to undertake, promote and co-ordinate policy-relevant, problem-oriented research in the human and social sciences.

Our aim is to touch the lives of all South Africans and through our efforts, enrich and improve the quality of life across the continent.

The human sciences are our strength. They are our competitive advantage. They fuel the growth of our country and people.



Governance and society

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Youth and children

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Education and science

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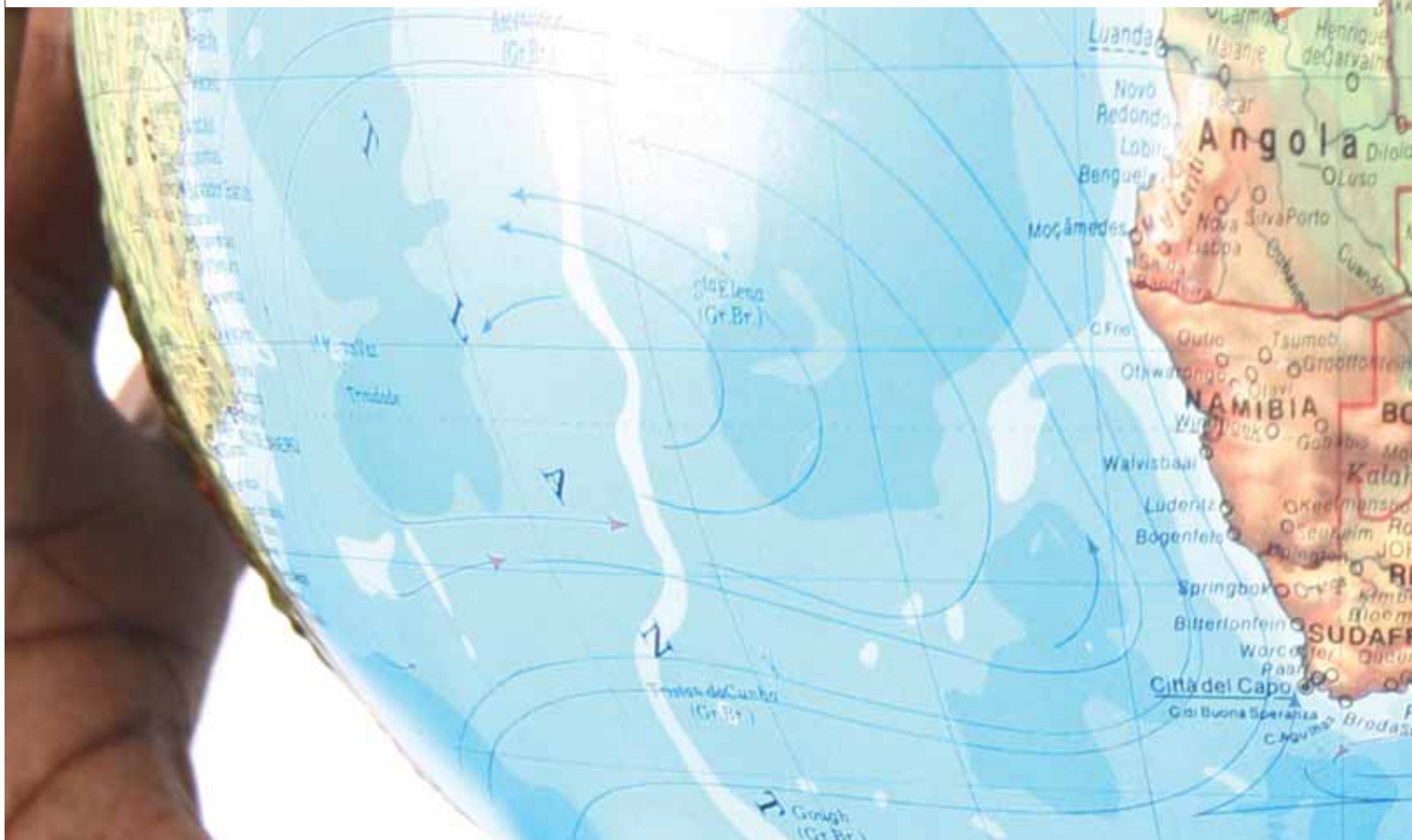
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A map of North Africa and the Sahel region, showing countries like Algeria, Mauritania, Mali, Niger, and Chad. The Sahara Desert is labeled. Major cities and geographical features are marked.

The mission of the HSRC

The HSRC is a non-partisan organisation that provides critical information to different role-players, whether in policy development, media analysis, advocacy or in debates, so that they can make informed decisions. It aims to be an instrument for providing independent information, free from political, religious and/or racial bias. The HSRC generates scientific knowledge through its research and analytical work in the social and human sciences.





The vision of the HSRC

The HSRC intends to serve as a knowledge hub where public policy and discourse on current and future challenges for South Africa and the African continent are independently researched, analysed and informed, and where research-based solutions to human and social problems are developed.



Striving towards innovation and renewal



The HSRC is a national public entity, ultimately accountable to the democratically elected Parliament and the people of South Africa. As governing body of the HSRC, Council is not only concerned with what the HSRC achieves, but also with how it conducts its business. Council has once again had the privilege of working with a management team – consisting of the chief executive officer (CEO) and senior researchers and administrators – who are willing to embrace new challenges of research and transformation, but remain grounded in core values such as independence, integrity and innovation; non-discrimination and non-partisanship; diligence, responsiveness and collaboration.

In its Business Plan for the year under review, the HSRC undertook to strive for the achievement of a set of explicit strategic priorities and objectives with defined measurable outcomes. This Annual Report presents a review and synopsis of the organisation's endeavours towards the achievement of these goals. Elsewhere in this Report, Council provides a detailed account of progress that has been made with regard to the implementation of the 2007/08 Business Plan. In this brief message, I wish to draw attention to some research trends in the work of the HSRC with which Council has been particularly pleased, and confine myself to developments in respect of three of the HSRC's stated goals, which are to:

- consolidate and strengthen the HSRC's public-purpose activities;
- contribute to prioritised policy issues of national importance; and
- strengthen research collaboration and network activities in partnership with institutions and individuals in other parts of Africa.

Public purpose, as described in the HSRC Bill, includes the objective 'to inform the effective making and monitoring of policy, the evaluation of its implementation, and public debate through the effective dissemination of the results of research'. The HSRC has initiated multi-stakeholder forums including government representatives to ponder and make recommendations regarding the formulation of policy relative to critical social issues such as crime, the risks of a culture of dependency consequent upon government grants, and high university drop-out rates. These recommendations – closely linked to government policy-making – will be published on a regular basis in the form of *Policy Briefs*.

Council is particularly delighted to see that publications of the HSRC reflect a depth and continuity in its work, alongside innovation and renewal. Titles in the best-selling list of the HSRC Press include the 2008 *HRD Review* – a worthy follow-up to the 2003 edition, which served as reference to scholars and decision-makers alike; as well as the 2007 edition of the *State of the Nation* book, now

The HSRC is playing a key role to support the South African National AIDS Council by undertaking and promoting research to inform, and monitor progress with, the implementation of the National AIDS Strategy.

already a regular contribution to debates on current and emerging issues of national importance. Other books featured in the list of best-sellers represent a range of issues relevant to the social sciences and humanities and to the world in which we live – titles such as *Monitoring Child Well-Being* and *Baba: Men and Fatherhood in South Africa*, suitable for consultation by educators, policy-makers, non-governmental organisations (NGOs) and other stakeholders committed to the well-being of children and families in South Africa; thought-provoking studies on *Human Rights in African Prisons*, *The Land Question in South Africa*, and *Local Government, Gender and Integrated Development Planning* providing evidence-based information to lay persons, development activists, policy-makers and academics; and studies dealing with development and our history, such as *Learning to Teach in South Africa*, *Postgraduate Student Retention and Success*, and the slim and insightful volume on *African Intellectuals in 19th and early 20th Century South Africa*.

Council applauds the HSRC for further extending its emphasis from research that generates data, to research that supports and promotes the rational implementation of policy as exemplified by the HSRC-sponsored August 2007 workshop attended by government, Parliament and labour on the topic 'Arriving at solutions for policy implementation' at which a variety of issues of national priority were deliberated. The HSRC is playing a key role to support the South African National AIDS Council by undertaking and promoting research to inform, and monitor progress with, the implementation of the National AIDS Strategy. Similarly, the colloquium on the future of the health system – a highly-vexed problem in our country – held in July 2007 and designed to chart possible future options constitutes another example of the HSRC's contribution to the shaping of important public policy.

The Annual Report highlights the HSRC's collaboration with institutions and researchers elsewhere in Africa in line with its undertakings in the Business Plan. In this regard, the publication – in collaboration with CODESRIA (headquartered in Dakar, Senegal) – by the HSRC Press of the magnificent volume on the ancient and historic manuscripts uncovered in the Mali desert under the title of *The Meanings of Timbuktu* constitutes a significant milestone. Contrary to the popular misconception that African scholarship and written history only began with the appearance of European colonialism, the Timbuktu manuscripts, written in the Arabic language and in African languages written in the Arabic script, are examples of a documented heritage of pre-colonial African intellectualism that extended from North Africa, across West Africa and down the East African Coast. South Africa is an important actor in the preservation of the Timbuktu documents, and it is fitting that the HSRC has in some way been involved with the project.

This is probably the last Annual Report to be published under the auspices of my Council. In line with requirements of the HSRC Act, a new governing body will be constituted to replace the present Council. I take this opportunity to thank my fellow Council members with whom it has been a rare privilege to serve. I commend them for their years of immense contribution in Council and its committees, and for their loyalty and dedication to the HSRC cause. Thanks to their leadership and guidance, the HSRC has grown in stature and many other respects to become a highly effective research organisation, and a source of knowledge and information for rational policy-making, and for informed interventions in social upliftment. I am also grateful to the President and CEO along with the entire HSRC staff for supporting and facilitating the work of Council.

Finally, my deepest gratitude goes to Minister of Science and Technology, Mosibudi Mangena, and his senior staff for their unflinching co-operation and support.

Informing policies critical to social upliftment



Guided by its vision to serve as an independent knowledge hub, the HSRC has conducted more than 200 research projects over the past year. We have prioritised our research to focus on poverty reduction strategies, growing the economy, job creation, education quality improvement, service delivery acceleration, crime reduction, youth development, HIV and AIDS control, and understanding our system of innovation. As a result, we have ensured that 93% of our projects are conducted for the benefit of the public.

Ensuring that these priorities are addressed while allowing scientists to innovate is a challenge we believe was well managed. Our researchers were able to contribute to many government policy initiatives that aim to improve the quality of lives of South Africans while at the same time producing high-level research that generates new knowledge. This Annual Report has many examples of studies that aim to inform or revise government policies. The researchers used both longitudinal research methods and randomised control trials to test new interventions, which when successful can inform the development of new government and NGO implemented programmes. Such research was done in the areas of HIV prevention and quality of education.

Much research was undertaken in collaboration with our partners, forming networks of stakeholders who are likely to implement the recommendations arising from the research. Not only did our researchers not work in silos; they also shared and learned with their peers inside and outside of South Africa. Our effort to work with our fellow Africans on the continent was maintained with 31% of our research projects – with a budget of R1 million or more – being done collaboratively with researchers in other parts of the continent. Our nascent Africa-research fellowship programme, coupled with our distinguished research fellowship programme and the vibrant seminar series, became vehicles through which learning and sharing occurred over and above the regular research projects. The HSRC's participation in activities of the International Social Science Council

Much research was undertaken in collaboration with our partners, forming networks of stakeholders who are likely to implement the recommendations arising from the research. Not only did our researchers not work in silos; they also shared and learned with their peers inside and outside of South Africa.

and UNESCO's Social Transformation Programme are some of the examples that show our ability to share and learn beyond Africa's borders.

The HSRC was able to do much of this work while continuing to change its demographic profile and altering its approach to conducting research. The 484 HSRC staff members, of whom 406 are permanent (i.e. appointed on indefinite contracts, or for periods of one year or longer), come from a diverse pool of research, technical support and administrative backgrounds. Over the last year, the HSRC has further consolidated its position as a predominantly black African organisation, with 60% being African, and 78% black (including African, coloured and Indian). For the first time in the history of the HSRC, we have managed to reach our target for black senior researchers: the current figure stands at 57%. In terms of gender composition, the majority of staff is female, at 60%. However, it remains hard to retain staff because they are often attracted to more permanent, higher-paying positions outside the HSRC. Although we try to benchmark our salaries, ours are not always competitive because of continual salary increases in other organisations.

We also continue to 'grow our own timber'. In the past year 81 research trainees (20% of our staff) were studying for their Master's or PhD degrees at various universities, while learning by doing at the HSRC. However, it remains a challenge for us to conduct research while training a new group of researchers for the HSRC, other science councils, NGOs, the business sector, universities and government. We have tried to recruit more post-doctoral candidates, but fell slightly off target, attracting only 10 of the 12 required. These post-doctoral trainees are expected to assist in developing the Master's and PhD trainees.

In addition, our senior researchers have spent much time assisting junior researchers to learn the ropes of publishing scientific articles in peer-reviewed journals. It is heartening to see that the HSRC has managed to exceed the target of 0,50 of peer-reviewed journals per junior researcher by reaching 0,67. A few researchers have a much higher frequency of publishing than others. This year's top four achievers in internationally peer-reviewed journals were Professor Karl Peltzer (11), Professor Linda Richter (8), Professor Leickness Simbayi (7) and Mr Sean Jooste (4). We take this opportunity to congratulate them.

The strategy for seeking multi-year funding is proving to be useful in sustaining the organisation. More than half (55,4%) of all the grants awarded to the HSRC were to be used over at least three years, a significant improvement over the previous financial year.

The HSRC has continued to make a significant contribution to African social science and humanities scholarship through publishing. In a recent study by the Stellenbosch Centre for Research on Science and Technology (CREST),

the HSRC Press consistently featured among the top five publishers of scholarly books. Of equal importance is the role the HSRC Press has played in raising the profile of African scholarship. In the CREST study, international scholarly book publishers were estimated to have a citation factor of 12, with their local counterparts averaging six. The HSRC Press was estimated to have a citation factor of 11,49.

In addition, the HSRC Press held over 40 launches and exhibits, locally and abroad, to showcase the organisation's publishing output. This promotion of the physical book was augmented by an electronic reach, that now covers 189 countries, and generates traffic of over 500 000 per year to the HSRC Press website. Through the HSRC Press and publication in internationally accredited journals, South African social scientists, including social scientists at the HSRC, are contributing significantly to scholarly output and visibility of African social science and humanities.

Financially, this year the HSRC has obtained more income than ever before. This is partly because the Department of Science and Technology (DST) contributed



MoU with Tshwane University of Technology

MoU with Stellenbosch University

50% of the HSRC budget, in line with the shareholder's agreement, and partly because donor organisations and funders contributed sufficiently for the HSRC to do 200 research projects, convene roundtables, seminars, workshops and conferences. The strategy for seeking multi-year funding is proving to be useful in sustaining the organisation. More than half (55,4%) of all the grants awarded to the HSRC were to be used over at least three years, a significant improvement over the previous financial year. We missed the target for extra-parliamentary grants by 1,5%, raising 59,5% of our research budget externally. Managing a portfolio of more than a quarter of a billion rand in income, while ensuring the funds are well administered, the assets safe-guarded and the debts collected, is not easy. It is for this reason that we are pleased that for the eighth consecutive year the HSRC has shown prudent management of resources, and attainment of unqualified audit status.

Much of this work would not have been achieved without the support of the Council, led by Professor Jakes Gerwel. After a successful programme to transform the HSRC into a productive and relevant organisation, the Council's term of office is coming to an end. Their presence will be sorely missed by all of us who have worked with them. Some members have opted to continue and we look forward to working with them in the new Council. The support of Minister of Science and Technology, Mosibudi Mangena, Deputy Minister, Derek Hanekom, and Director-General, Phil Mjwara, and the DST staff is much appreciated. The HSRC executive management and staff have all contributed to the success of the organisation. For this I am grateful and give thanks.



MoU with University of Fort Hare

The HSRC Council



Professor Jakes Gerwel (Chair)
DLit et Phil, Vrije Universiteit te Brussel

Chancellor, Rhodes University; Distinguished Professor, University of the Western Cape; Honorary Professor, University of Pretoria; Chair of the Nelson Mandela Foundation, the Mandela Rhodes Foundation, the Allan Gray Orbis Foundation, South African Airways, Brimstone Investment Corporation Limited, Africon Engineering, Life Healthcare, Media24; and Director of Naspers and Old Mutual.



Dr Olive Shisana (President and CEO)
Sc.D, Johns Hopkins University

HSRC President and CEO; former positions held: Executive Director of the HSRC's Social Aspects of HIV/AIDS and Health research programme; Professor of Health Systems at the Medical University of South Africa; Executive Director, Family and Community Health at the World Health Organization, Switzerland; Director-General of the South African Department of Health; Group Manager, South African Medical Research Council; and Acting Chief of Research and Statistics Division, District of Columbia (local Government (USA)).



Dr Pumla Gobodo-Madikizela
PhD, University of Cape Town

Associate Professor, Psychology Department, University of Cape Town; Chair of the Board of Trustees for the Association for Education Training; Board member of International Alert (London), the Centre for Conflict Resolution, and the Institute for Justice and Reconciliation; Director of Human Dialogue and Leadership.



Ms Nomboniso Gasa
BA, University of the Western Cape

Commissioner, Commission on Gender Equality; Board member of the Development Bank of Southern Africa; A feminist-activist, essayist, writer and researcher who has published on a number of issues, especially democratisation in sub-Saharan Africa; National Gender Machinery and Masculinist Representations of African Cultures.



Mrs Phumelele Ntombela-Nzimande
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Chief People Officer, SABC; formerly Deputy Director-General, Department of Communications, Postal Policy; Council member of the University of KwaZulu-Natal.



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Executive Chairperson: Izingwe Holdings (Pty) Ltd; Non-Executive Director, AngloGold Ashanti; Independent Non-Executive Director: African Oxygen Limited; Chairman of National Students Financial Aid Scheme (NSFAS); Non-Executive Chairperson: Onelogix Group Limited (ALTx); Non-Executive Director: Munich Reinsurance Company of Africa Limited; Non-Executive Vice Chairperson: Aberdare Cables; Black Business Executive Circle; Black Management Forum; NEPAD Business Group Steering Committee, and Founding trustee of the Business Trust.



Professor Wally Morrow
PhD, University of London

Formerly Professor of Philosophy of Education and Dean of Education at the University of the Western Cape; Dean of Education at the University of Port Elizabeth, and chair of the Ministerial Committee on Teacher Education; currently a member of the Board of the South African Qualifications Authority, and an independent researcher serving on the research committees of the South African Qualifications Authority and Umalusi, and the accreditation committee of the Higher Education Quality Committee.

Mr Max Sisulu
MPA, Harvard University, USA; MA (Economics), Moscow

Member of NEC and NWC of the ANC, and the ANC Economic Transformation Committee; former member of SASOL's Group Executive Committee; Board member of NEAF, advisor to the Minister of Environmental Affairs, the Independent Panel for the review of the work of Parliament, Imperial Holdings, African Rainbow Mineral Resolve Group; and Chairman of Ukhamba Holdings, Londani Coal and African General Equity Logistics.



Professor Edward Webster
PhD, University of the Witwatersrand

Professor of Sociology and Director of Sociology of Work Unit, University of the Witwatersrand (Wits); Past President of the Research Committee of Labour Movements for the International Sociological Association; Board member of the Development Bank of Southern Africa; Top-rated National Research Foundation sociologist; Senior Fulbright Scholar, US Research Foundation sociologist.



Mr Enver Motala
MPhil, University of Warwick

Independent researcher and research-co-ordinator for institutions such as Council on Higher Education, Higher Education South Africa, the Centre for Education Policy Development and the Nelson Mandela Foundation.



Executive directors



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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.



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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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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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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.



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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.



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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.



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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.



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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.



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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
(DPhil, University of Sussex)

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

Tel: +27 (0)21 466 7910
E-mail: lsimbayi@hsrc.ac.za

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.



Specialist researchers



Dr Vincent Agu
DrPH, University of Texas

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



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

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

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.



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.



Prof. Acheampong Amoateng
PhD, Brigham Young University

CYFSD: Family sociology/demography.



Dr Orli Bass
PhD, University of Cape Town

CSD: Relationships between cities and culture, post-colonialism, creolisation and identity, site-specific performance, cultural strategies and culture-led urban regeneration, African urbanity, representations of Africa and its cities, and mega-events and cities.



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.



Mr Jonathan Carter
MScAgric, University of Stellenbosch

PAU: Public finance, governance, social complexity, policy construction.



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.



Ms Claire Botha
MPH, Medical University of Southern Africa (Medunsa)

PAU: Funding options for public and private health care within the public health system, in particular the funding of infectious diseases such as HIV/AIDS.



Dr Upjeet Chandan
PhD, University of Southern California

CYFSD: Racial formations, gender, violence prevention and public education, children and HIV/AIDS, qualitative methodologies.



Dr Ivor Chipkin
PhD, Ecole Normale Superieure

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



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.



Prof. Andy Dawes
MSc, University of Cape Town

CYFSD: Child rights and well-being indicators, child and adolescent mental health, child abuse and violence, early childhood development, programme evaluation.



Dr Omano Edigheji
PhD, Norwegian University of Science and Technology

PAU: Comparative political economy, developmental state, development, governance and democracy in Africa, and social policy and poverty reduction.



Dr Linda Chisholm
PhD, University of the Witwatersrand

ESSD: Comparative education, schooling, policy, curriculum, gender, migration.



Dr Pelisa Dana
PhD, University of KwaZulu-Natal

SAHA: HIV/AIDS intervention research.



Mr Chris Desmond
MCom, University of Natal

CYFSD: Economics of child care and HIV/AIDS impacts on education systems.



Dr George Frempong
PhD, University of British Columbia

CEQI: Education, curriculum studies, large-scale assessment and evaluation, multi-level data analysis.



Mr Michael Cosser
MA, University of the Witwatersrand

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



Mr Adlai Davids
MSc, ITC (The Netherlands)

SAHA: GIS applications for health system research and injury surveillance.



Dr Nolutho Diko
PhD, Indiana University, Bloomington

ESSD: International education, education policy, gender, teacher education, monitoring and evaluation, schools and culture.



Mr Tewodros Gebreselasie
MCom, MPhil, University of Pretoria

CPEG: Application of econometric techniques in the studies of employment, growth and development issues.



Mr Derek Davids
MA, University of the Western Cape

KS: Poverty assessment, data management, statistical analysis and modelling.



Dr Adrian Hadland
PhD, University of Cape Town

D&G: Media policy, journalism, ethics, skills development, governance, political institutions.



Dr Charles Hongoro
PhD, University of London

PAU: Policy-oriented research, health economics and systems, policy analysis, HIV and AIDS.



Mr Sean Jooste
MA, University of the Western Cape

SAHA: Research design and methodology, design of research instruments.



Prof. Mukole Kongolo
PhD, Potchefstroom University

CD: Developing scientists and scientific leadership in the social sciences.



Dr Gerard Hagg
DLit 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.



Dr Gregory Houston
DPhil, University of Natal

D&G: Political history, democracy and governance.



Dr Peter Kagwanja
PhD, University of Illinois at Urbana-Champaign

D&G: Developments in peace, security and governance, Africa and the world, South Africa in Africa.



Dr Glenda Kruss
DPhil, University of Ulster

ESSD: Higher education policy, private higher education, higher education and innovation, university-industry interaction.



Mr Richard Humphries
MA, Rhodes University

CPEG: Sub-national government and public policy-making dynamics.



Ms Geci Karuri-Sebina
MA, University of California

CSD: Infrastructure and service delivery, public policy, development planning, futures study, technology and poverty.



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.



Mr Tim Hart
MPhil, Stellenbosch University

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



Dr Peter Jacobs
PhD, Fordham University

CPEG: Poverty and rural development.



Dr Mbithi wa Kivilu
PhD, University of Alberta, Edmonton

KS: Educational and psychological assessment, data management, statistical analysis and modelling.



Prof. Suzanne Leclerc-Madlala
PhD, University of Natal

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



Dr David Hemson
PhD, University of Warwick

CSD: Public service delivery, social issues, policy impact assessment.



Mr Moeketsi Letseka
MEd, University of the
Witwatersrand

ESSD: Higher education.



Dr Mokhantso Makoe
PhD, University of Cape Town

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



Prof. Thobeka Mda
PhD, Ohio State University

ESSD: Curriculum studies,
teacher development,
language equity in education,
education for diverse learners.



Ms Matseliso Mokhele
MEd, University of Pretoria

CD: Capacity building and
teacher professional
development.



Mr Jo Lorentzen
PhD, European University
Institute

ESSD: Science, technology,
and innovation.



Ms Vuyiswa Mathambo
MPH, Umeå University

CYFSD: Qualitative research,
anthropological approaches
on children and families,
children and HIV/AIDS,
children's access to health and
social services.



Dr Carol Metcalf
MChB, University of Cape
Town

SAHA: HIV and STI
prevention, HIV and STI
epidemiology, HIV among
MSM, HIV intervention
research (including
behavioural interventions),
HIV testing and counselling,
epidemiological methods.



Dr Zitha Mokomane
PhD, The Australian National
University

CYFSD: Qualitative research,
family formation and
dissolution patterns,
adolescent sexuality, children,
youth and HIV/AIDS.



Prof. Simeon Maile
PhD, University of Pretoria

PAU: The economics of
education, the policy
implementation and research
nexus, and coherence of
development and poverty
policies.



Mrs Ntombizodwa Mbelle
MA ELT, Thames Valley
University

SAHA: Project and finance
management, project
planning, tracking and
reporting, evaluations.



Dr Darlene Miller
PhD, Johns Hopkins University

D&G: South African
companies and their African
expansion, labour in southern
Africa, social theory, the
political economy of the retail
sector in Africa and the
sociology of work.



Ms Percy Moleke
MA (Economics), Georgia State
University

ESSD: Labour market
analysis, education and work,
labour market training/skills
development.



Dr Monde Makiwane
DPhil, University of the
Witwatersrand

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



Prof. Relebohile Moletsane
PhD, Indiana University,
Bloomington

G&D: Gender, sexuality,
gender-based violence, HIV
and AIDS, education, youth,
girlhood.



Dr Neo Molotja
PhD, University of Cape Town

KS: Science and Technology (S&T) policy analysis, S&T indicators, R&D and innovation surveys.



Dr Tshilidzi Netshitangani
DEd, University of South Africa

ESSD: Educational management and gender, teacher education, qualitative research methods.



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. Vasu Reddy
PhD, University of KwaZulu-Natal

G&D: 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 and knowledge production.



Dr Jeffy Mukora
BSc, MSc, PhD, Edinburgh University

ESSD: Labour market analysis, national qualification frameworks (NQFs) and skills development.



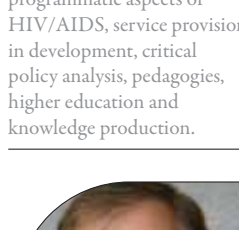
Dr Saadhna Panday
PhD, Maastricht University

CYFSD: Tobacco use, adolescent risk behaviour, youth development, health promotion.



Dr Victoria Pillay-Van Wyk
MPH, PhD, University of Cape Town

SAHA: Biostatistics, infection disease epidemiology, public health, quantitative research methods, evidence-based medicine.



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).



Dr James Muzondidya
PhD, University of Cape Town

D&G: Migration, citizenship and identities.



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.



Dr Cas Prinsloo
DLit et Phil, University of South Africa

ESSD: Assessment theory, education evaluation, factors influencing school functioning and learner performance, psychometrics, research methodology.



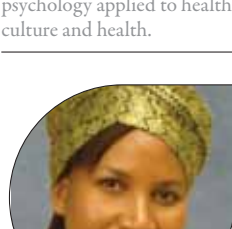
Mr Benjamin Roberts
MSc, University of Natal

CYFSD: Quantitative analysis of poverty and inequality, subjective well-being, changing social and political attitudes, food security and nutrition, poverty reduction strategy papers, social protection.



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.



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 Julien Rumbelow
BSocSci, MBA, University of Cape Town

KS: National R&D Survey – Business sector, R&D and innovation studies.



Prof. Geoffrey Setswe
DrPH, University of Limpopo

SAHA: Systematic reviews, behavioural interventions for reducing HIV risk, monitoring and evaluation of HIV/AIDS and public health interventions.



Mrs Jarè Struwig
MA, University of Pretoria

KS: Tourism and the environment, data management, statistical analysis and modelling.



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.



Ms Marguerite Schneider
MA, Reading University

CYFSD: Disability and health, development and poverty in relation to disability.



Dr Pearl Sithole
PhD, University of Cambridge

D&G: Gender and governance, local government and development, traditional leadership, land and local economic development in rural areas, indigenous knowledge systems.



Dr Sharlene Swartz
PhD, University of Cambridge

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



Ms Heidi van Rooyen
MA, University of Durban-Westville

CYFSD: HIV/AIDS risk behaviours and interventions, voluntary counselling and testing, ethics of working in developing countries.



Mr Graig Schwabe
BSc, University of KwaZulu-Natal | Dipl Business Management, Damelin

KS: Spatial database development, spatial analysis, small area estimation modelling, spatial modelling.



Ms Judith Streak
MComm, University of the Witwatersrand

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



Dr Cily Tabane
PhD, University of Pretoria

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



Mr Johan van Zyl
BA Hons, University of Pretoria

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



Prof. John Seager
PhD, University of Wales

SAHA: Social, environmental and economic determinants of health and well-being in poor communities.



Ms Jocelyn Vass
MA, University of Manchester

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



Dr Khangelani Zuma
PhD (Statistics), University of Waikato

SAHA: Statistics, survival analysis, Bayesian simulation methods and modelling infectious diseases, HIV/AIDS.



Ms Mariette Visser
BA Hons, University of Pretoria

ESSD: World of work, surveys, database development, data analysis and indicator development. higher education, learnerships and skills development.



Ms Nompumelelo Zungu-Dirwayi
MA (Psych), University of Cape Town

OCEO: Research psychology, social aspects of HIV/AIDS, HIV/AIDS and traditional healing, social and behavioural aspects of AIDS vaccines.



Dr Catherine Ward
PhD, University of South Carolina

CYFSD: Violence and mental health.



Ms Gina Weir-Smith
MA, University of Stellenbosch

KS: Socio-economic applications in GIS, spatial aspects of unemployment, spatial and accessibility modelling.



Making a difference through research

A synopsis of the HSRC's 2007/08 activities

During 2007/08, the HSRC undertook a variety of almost 200 projects and an assortment of other initiatives, all with one common purpose: to do research that intends to make a difference to the lives of the people inside South Africa, the South African Development Community (SADC), and other African countries.

Ongoing ventures involve highly relevant issues such as education and skills development, the social aspects of HIV and AIDS, the well-being of our families and society, governance, policy work and developmental questions. Herewith a selection of some of the most significant undertakings, grouped together under the following five themes:

Governance and society: Crime and violence; Democracy, governance and society

Youth and children: Early childhood; Youth development

Education and science: Education; World of work – skills and employment; Science and innovation; Capacity development

HIV and AIDS: HIV and AIDS and health systems

Poverty: Poverty and development; Social inclusion and exclusion; Service delivery

The final section of this synopsis of the HSRC's 2007/08 activities ends with descriptions of implementation networks in Africa and demonstration projects.

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

Governance and society

We investigate, evaluate and assess
governance and society



**Empowering society through our commitment to democracy,
justice and human rights.**

CRIME AND VIOLENCE

Crime and violence are a constant challenge for South Africa and therefore an important area of research for the HSRC. Studies of crime and violence have deepened the HSRC's understanding of the escalating violence in various spheres of South African life.

Our initiatives have resulted in

- Formulating intervention strategies from a social perspective to deal with violent male offenders;
- Highlighting how 'crime and violence' have deep-seated gendered dimensions in a patriarchal and hyper-masculine environment;
- Recommending that identifying, testing and evaluating strategies for reducing the fear of crime be recognised as priorities, alongside that of reducing crime itself;
- Contributing to the estimation of the financial costs to government of providing various services described in the Prevention and Treatment of Substance Abuse Bill; and
- Developing a brief for Resources Aimed at Preventing Child Abuse and Neglect (RAPCAN) on effective means of preventing children from joining gangs, and helping them leave once they have joined.

Studies on violent male offenders

Two major ongoing studies on violence were on male offenders who have been convicted for violent crimes, and who are currently serving prison sentences. The first study seeks to understand the individual life histories, circumstances and choices that individuals make, which lead them into a life of violent crime.

The second, national study, investigates the impact of violent crime on social cohesion in South Africa. It focuses on areas that have experienced high levels of violent crime, and compares them to areas with the same demographic and socio-economic profiles to understand whether the social capital and networks of communities impacts on the occurrence of violent crime and shapes their ability to respond.

The goal of both these studies is to generate knowledge that will deepen understanding of the escalating violence and assist in the formulation of intervention strategies from a social perspective.

Gender-based violence

Violence against black lesbians is often overlooked in the broader debates of violence against women and children. A study on gender-based violence, especially 'corrective rape' on black lesbians, is based on a roundtable of stakeholders and 'victims' of violence. In partnership with OUT LGBT (lesbian, gay, bisexual, transgender), the Durban Lesbian and Gay Community and Health Centre, and the Gay and Lesbian Archives of South Africa, the study shows how 'crime and violence' have deep-seated gendered dimensions in a patriarchal and hyper-masculine environment.

The HSRC also developed a brief for Resources Aimed at Preventing Child Abuse and Neglect (RAPCAN) on effective means of preventing children from joining gangs, and helping them leave once they have joined.

The dynamics of fear of crime in South Africa

Fear of personal safety has a complex and detrimental effect on the quality of life at individual, community and societal levels, resulting in racial stereotypes in discussing crime; constraints on people’s mobility and the ability to socialise; a hastening retreat from public spaces and the proliferation of gated communities; high walls; and an array of private security measures. Such anxieties may also diminish the sense of trust and cohesion within communities, as well as provide mounting appeals for the reinstatement of the death penalty and lend credibility to vigilante violence. HSRC surveys tracking the pattern of the nature of fear of crime in the country from 2005 to 2007, for example, showed that people are substantially more fearful of walking alone in their residential areas during the day and after dark compared to 1998 (74% in 2007 relative to 44% in 1998). It also showed that men are just as fearful as women of crime; young people are more fearful than old; and urban, informal settlement dwellers are the most concerned about crime. This research resulted in an HSRC policy recommendation that identifying, testing and evaluating strategies for reducing the fear of crime be recognised as a priority, alongside that of reducing crime itself.

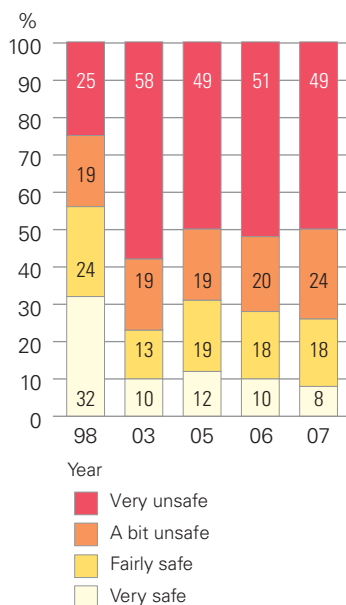


Figure 1. Respondents’ feelings of safety when walking alone in their area after dark, 1998-2007

Substance abuse

Substance abuse has been recognised as an important aspect in contributing towards crime. Given the rapidly changing context of substance abuse in South Africa, the Department of Social Development (DSD) recognised the need to overhaul existing legislation in this area and drafted the Prevention and Treatment of Substance Abuse Bill. Before this legislation was passed, however, it had to estimate its running costs once operational. A multi-disciplinary team estimated the financial costs to government of providing each of the services described in the Bill. The Prevention and Treatment of Substance Abuse Bill has subsequently been passed into legislation.

Youth and crime prevention

A series of briefs on youth crime was developed to contribute to the Council for Scientific and Industrial Research (CSIR)’s Local Youth Crime Prevention Toolkit – an innovative package that assists local government in helping youth become assets to their communities and avoid criminal pathways. The HSRC also developed a brief for RAPCAN on effective means of preventing children from joining gangs, and helping them leave once they have joined. This will form background material to RAPCAN’s work assisting government in dealing with children’s involvement in gangs in the Western Cape.

DEMOCRACY, GOVERNANCE AND SOCIETY

The HSRC investigates contributions to and constraints on democratisation processes and includes the evaluation of legislation, policies, strategies and the efficiency of public administration. Research in this area seeks to inform public debates, policy development and implementation, and to assess the practice of the state and private bodies in strengthening democracy and accountability.

Our initiatives have resulted in

- Informing the South African Cabinet on pending strategic issues;
- Unearthing key challenges in the integration of traditional leadership;
- Identifying and discussing three areas for strengthening anti-corruption measures;
- Establishing a formalised research network to investigate citizenship and rights;
- Participating in a workshop that will result in policy recommendations on what a democratic developmental state should look like;
- Looking for ways to give the urban poor greater access to power structures and resources;
- Addressing how best to support socially cohesive initiatives; and
- Co-hosting a workshop with the Department of Science and Technology (DST), 'Arriving at solutions for policy implementation'.

Strategic scenario planning

In response to a call for proposals from the Office of the President, 11 papers prepared by HSRC researchers were presented to the Presidency. The papers formed part of a scenario-planning process to inform the South African Cabinet on pending strategic issues. Three of the papers were forward-looking strategy documents: 'The future of South African politics'; 'South Africa's role in global politics'; and 'The importance of social cohesion'. The papers will be published in 2008 as a research monograph.



Workshop on Transformative Social Policy and the Developmental State discussion

Poor people in South Africa participate in democracy in greater numbers than the affluent do: they turn out to vote as well as play their part in civic structures and forums. But what do they get for their faith in democracy and their loyalty to party structures? Not much.

Traditional leadership

A project on traditional leadership, commissioned by the policy unit in the Presidency, assessed the extent to which traditional leadership had been integrated into the democratic system of governance in South Africa. More importantly, the study examined the dynamics that emerge when two historically different systems of governance co-exist, and how these linkages affected citizens. The study was based on the review of government policy initiatives, views of stakeholders on these initiatives, and the evaluation of operational mechanisms that were adopted to implement the policies. The study unearthed key challenges in the integration of traditional leadership and is expected to have a substantial impact on planned policy interventions.

Corruption in the public service

A retrospective assessment of measures introduced by the government to combat corruption in the public service critically analysed anti-corruption legislative, regulatory and policy measures introduced since 1994. The study identified and discussed three areas for strengthening anti-corruption measures: enhancing departmental and specialist agency anti-corruption capacity; improving existing whistle-blowing legislation around confidentiality protection; and amending public service code of conduct regulations to ensure greater consistency and clarity in relation to conflicts of interest.

Migration, citizenship and identity

A research project, involving nine countries, examined perspectives on citizenship and rights, as well as notions of nationhood. A key research concern was how these notions and perspectives affected people living in African states. The study kicked-off with a methodology workshop that brought together African researchers, experts and scholars to discuss and generate lessons and sustainable solutions to the multi-faceted 'crisis' citizenship in Africa. The workshop established a formalised research network where scholars will proceed with the research projects discussed, and produce a monograph. The nine country studies involved Burundi, Cameroon, the Democratic Republic of Congo, Ethiopia, Nigeria, Somalia, South Africa, Sudan and Zimbabwe.

Democratic and developmental states

What should a democratic developmental state look like? A workshop and public lecture on the subject in November 2007, with UN Research Institute for Social Development Director, Dr Thandika Mkandawire, as lead speaker, was attended by a select group of 40 senior policy-makers and researchers. A follow-up workshop, which will systematically draw upon international experience and pertinent policy and institutional frameworks, will eventually result in a publication and policy recommendations.



Access for the poor to political structures

Poor people in South Africa participate in democracy in greater numbers than the affluent do: they turn out to vote as well as play their part in civic structures and forums. But what do they get for their faith in democracy and their loyalty to party structures? Not much. A conference jointly led by the HSRC, the French Institute of South Africa (IFAS), and University of the Witwatersrand Centre for the Urban Built Environment Studies (CUBES), looked for ways to give the urban poor greater access to power structures and resources. Suggestions that emerged included a multi-scalar approach, enabling political mobilisation at the local level to reach and influence metropolitan power structures and decision-making processes. For researchers it means they must take the scales and territories of political mobilisation into consideration to ensure that the poor will be heard. At the metropolitan level and in the political party structures, participation should be taken more seriously. Consolidated participatory structures, at least, should accompany every project that is implemented in poorer areas, which could contribute to decreasing tensions and frustrations on the ground as well as 'making local government work better'.

Social cohesion

The bonds that tie communities together and spawn collaboration, and a sense of identity and mobilisation are internationally recognised as powerful agents of change and empowerment. A project on social cohesion forms part of an ongoing interest in notions of social cohesion, a topic frequently mentioned in important policy statements such as the President's State of the Nation address. The project has generated several papers and reports, which have informed the policy process both within the Office of the President and within the Department of Arts and Culture. During the period under review, the project focused specifically on the solidarity and relationship between people as forms of capital. The project addressed the kinds of values and systems into which South Africans are socialised, yielding important data and conclusions around how best to support socially cohesive initiatives.

Solutions for policy implementation

A workshop, 'Arriving at Solutions for Policy Implementation', hosted jointly with DST for the Portfolio Committee on Science and Technology, was attended by more than 20 members of portfolio committees of Health, Housing, Social Development, Minerals and Energy, Education, Local Government, Labour, and Trade and Industry. The following topics were presented and discussed: HIV/AIDS and the role of the state in the future of child-headed households; capacity building for 2010 and beyond; poverty alleviation; informal settlements and migration: creating sustainable human settlements. Members of Parliament indicated that they found the workshop informative and useful, and especially appreciated the opportunity for extended discussions with the researchers who had conducted the various projects.

Youth and children

We acknowledge the importance of youth and children



Providing social science that develops human potential and advances the rights of vulnerable populations.

EARLY CHILDHOOD

Studies on early childhood development (ECD) focus on data that demonstrate the importance of early childhood to individual and national development, as well as on developing and testing measures and interventions to improve policy and programmes to improve ECD.

Our initiatives have resulted in

- Setting up a web-based resource assessment for researchers across Africa to determine psychosocial functioning in early childhood;
- Providing resources for home-based palliative care programmes for children;
- Participating in a long-term study project (Bt20) to understand how the environment influences child and adolescent health and development;
- A finding that increased investment in quality ECD services is vital as the early years provide the critical platform for all future human development; and
- Publishing a book that contains comprehensive indicators for monitoring children's situation and their access to health and development support.

Web-based assessment instruments

A web-based resource assessment instrument for Africa was developed to determine psychosocial functioning in early childhood. With this resource, researchers across the continent will be able to access information about measures that have been used and validated in Africa.

Improving care in health facilities

A psychosocial programme to improve the care of children in health facilities in the context of HIV and AIDS was developed with funding from the Mellon Foundation. A training package, including a manual and videotape were produced and evaluated in a tertiary hospital and adaptations are being made for implementation in home-based palliative care programmes for children.

From birth to 20 (Bt20)

Three thousand children from Soweto were enrolled in this long-term study when it started in 1990. The overarching objective of the project is to understand how the environment influences child and adolescent health and development. This complex study is now in its nineteenth year, and is enrolling the third generation since inception – children of Bt20 children. Called 3G, these children of both young mothers and fathers in the cohort, as well as their partners, are being enrolled in a repeat birth cohort study, together with qualitative studies on young parenting and three-generation genetic studies, particularly on risks for chronic diseases. Bt20 is one of five birth studies in a Wellcome Trust-funded initiative called Collaboration on Health Outcome Research in Transitional Societies (COHORTS), which includes Pelotas (Brazilia), Delhi, Guatemala, and the

Philippines. The first combined publication of the group – ‘Maternal and Child Under-nutrition: Consequences for Adult Health and Human Capital’ has appeared in *The Lancet*.

The Early Years

Early Years provide the critical platform for all future human development. Increased investment in quality ECD services is critical for children's health, well-being and development, and for the future economic well-being of the society.

The Early Years is an initiative to test large-scale interventions that will improve the growth and development of children from birth to the end of the first phase of schooling. As part of the project, a variety of reviews and case studies were compiled to support the expansion of ECD services for children 0-4 years of age. Called Scaling ECD 0-4, the national Department of Education and the WK Kellogg Foundation provided support to the HSRC to study efforts that could improve ECD service delivery and integration, as well as to assist ECD programme staff in providing evidence-based and better quality

ECD interventions that can be scaled up and have the possibility of creating jobs. The finding of the study was presented to government and international advisors at a two-day seminar in April 2008. Research outputs included 10 research papers, each with a set of key findings and recommendations to government, including proposals for demonstration projects to test the effects of early childhood interventions. In sum, the study found that early years provide the critical platform for all future human development. Increased investment in quality ECD services is critical for children's health, well-being and development, and for the future economic well-being of the society.

A policy on child well-being

To improve the capacity to track the impact of policy on child well-being, the HSRC with many collaborators produced a publication, *Monitoring Child Well-being: A South African Rights-based Approach*. With support from Save the Children Sweden, the book contains comprehensive indicators for monitoring children's situation and their access to support for health and development. Apart from Internet access and sales, the book has been distributed to more than 120 stakeholders. A set of core indicators is available on the HSRC Press website for free dissemination. The book has had one of the highest hit rates on the HSRC Press website in the period since its release, and has received considerable international attention. Government departments and NGOs continue to request training on the system. Along the same line, a project on the development of indices of multiple deprivation for children in South Africa has culminated in a HSRC Press publication (2007) titled: *The South African Index of Multiple Deprivation for Children: Census 2001*.

YOUTH DEVELOPMENT

Youth studies include probing the resources and assets of young people, as well as evaluations of interventions that could improve youth well-being in the present and into the future.

Our initiatives have resulted in

- Findings that work in subsistence agriculture is as much of a problem for child well-being and development as work in commercial agriculture;
- Influencing youth policy and practice through the cumulative store of research, expertise and experience on key issues of youth development;
- Findings that grade 10 learners are more prepared to delay sexual debut and have confidence in their ability to refuse unwanted sexual advances; and
- Rolling-out of an evidence-based family intervention programme to enhance the protective influence of the family on pre-adolescent children.

Child labour

Child work and labour among 12- to 16-year-olds, commissioned by the International Labour Organization (ILO), confirms that work in subsistence agriculture is as much of a problem for child well-being and development as work in commercial agriculture, and that poverty is the primary cause of child agricultural activities. The findings and proposals for action inform the future work of the programme Towards the Elimination of Child Labour in South Africa (TECL). The TECL-commissioned study aims to address child labour and to implement the Child Labour Programme of Action. The study has also been disseminated to organisations involved in advocacy to protect the rights of working children in South Africa.

© Guy Stubbs



Youth Policy Initiative

The YPI intends to influence youth policy and practice in this country through the cumulative store of research, expertise and experience on key issues of youth development. The initiative takes the form of eight roundtable discussions, a public lecture and seminar series, publications in scholarly and popular press, media reports, and an HSRC-wide conference. Topics that were discussed in the reporting year include youth policies and institutions, the youth 'bulge' in the population, livelihood strategies, learner retention, teen pregnancy, and crime and violence. Some achievements of the YPI include the study of all contemporary international best practices of social security provisions for youth; the insight that young people (the youth bulge) form the majority of the population and offer an unprecedented opportunity to achieve rapid development; and a focus on creating second chances for marginalised youth, which also features prominently in the new youth policy. It also led to support for the National Youth Commission to develop an implementation plan and monitoring and evaluation framework for the policy, including advising the President and the Cabinet on youth policy through the Presidential Working Group for Youth.

Grade 10 learners involved in the intervention, were more prepared to delay sexual debut and showed greater confidence in their ability to refuse unwanted sexual advances. They also had weaker intentions to have sex, and were less likely to have initiated sexual activity.

Youth, alcohol and sex

An HIV and Alcohol Prevention in Schools (HAPS) project, using innovative electronic technology for data collection, found that grade 10 learners involved in the intervention, were more prepared to delay

sexual debut and showed greater confidence in their ability to refuse unwanted sexual advances. They also had weaker intentions to have sex, and were less likely to have initiated sexual activity. At follow-up, six and 18 months later, the intervention group showed a greater increase in positive attitudes about waiting to have sex and in their confidence to refuse sex. They also had a lower increase in intentions to have sex and to use alcohol with sex, as well as less initiation of sexual activity. At 18 months, they showed greater increase in sexual refusal self-efficacy, less increase in intentions to have sex and less initiation of sexual activity.

Champions for families

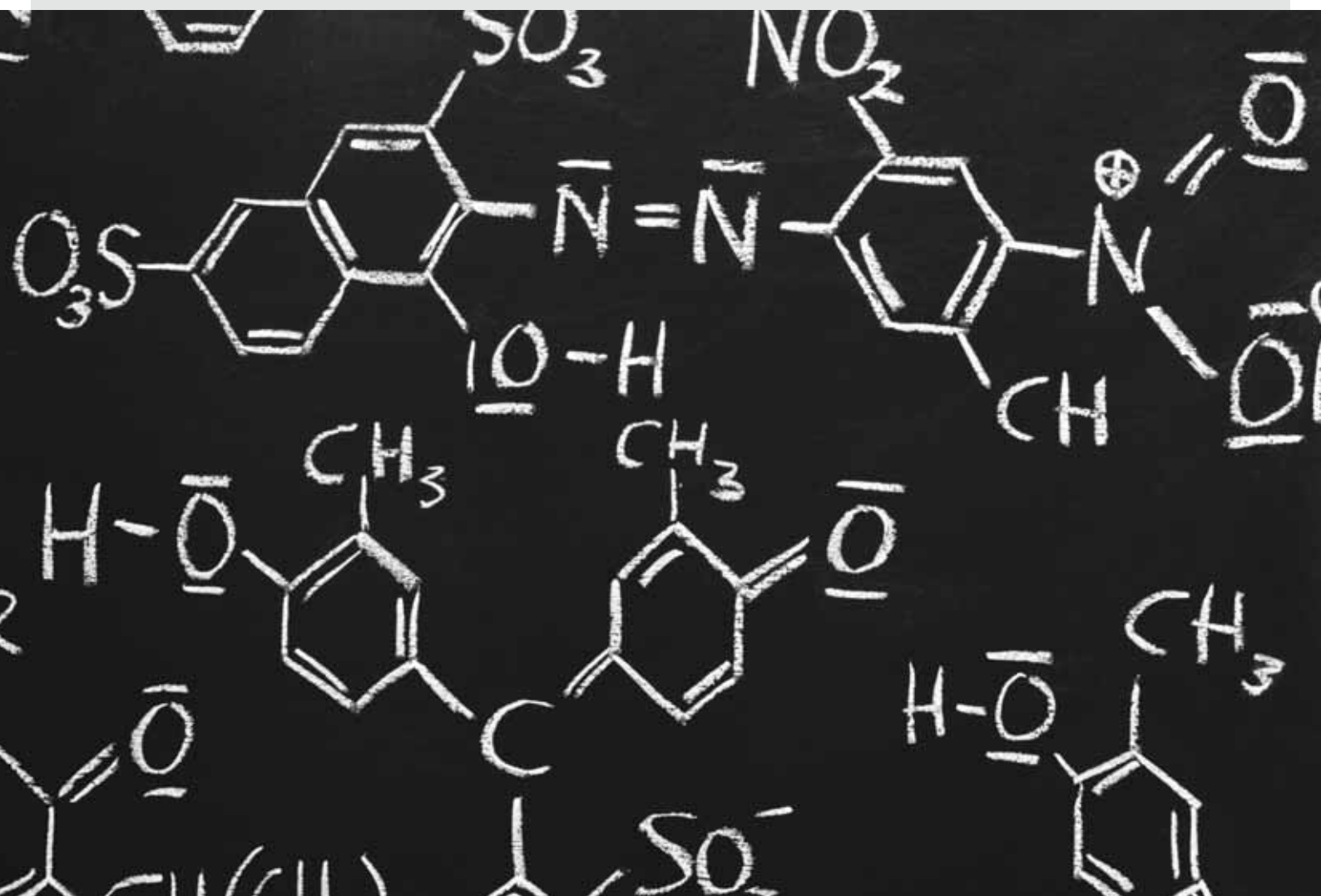
An evidence-based family intervention programme to enhance the protective influence of the family on pre-adolescent children (Collaborative HIV/AIDS and Adolescent Mental Health Project, or CHAMP) has been rolled-out to approximately 400 control group families. This followed a successful randomised control-trial, which showed that families in the intervention group were better at communicating with their pre-adolescent children on issues such as sex, puberty, and alcohol and drug use, than families not involved in the trial. The intervention group were also better at reducing stigma toward people living with HIV. The intervention has been extended through a Section 21 Company and represents an example of science to service.



Peotona Group Holdings founder and chair Ms Cheryl Carolus and HSRC executive director Prof. Linda Richter at the Teenage Pregnancy Roundtable organised by the Youth Policy Initiative

Education and science

We monitor and evaluate the access and quality in education and science



Education is the formula for success. Through our research we promote relevance and equity in education, to enable the success of our nation.

EDUCATION

This area of research explores issues in and across the education system, with a specific focus on monitoring and evaluation of educational progress at the primary, secondary and tertiary levels. It also investigates access, quality, relevance and equity in education.

Our initiatives have resulted in

- Findings that getting early literacy achievement right is imperative;
- Findings that national data do not reveal the actual shortages of teachers in key learning areas;
- Findings that pedagogical content knowledge is important in improving student achievement;
- Findings that drop-out rates at universities are linked to lack of finance and education quality in schools, particularly in historically black disadvantaged institutions; and
- Ongoing studies on education quality.

Languages and literacy

Literacy achievement and learner performance in schools are of particular importance in education. Two projects dealt with this issue and both point to the fact that much has to be done to make sure that learners learn to read and write – and understand and speak – their own and other languages important to them, well from a very early age. The first project, supported by Irish Aid, focused on the foundation phase (grades R to 4). The second project, funded by the Shuttleworth Foundation, assessed the senior phase (grade 8). Preliminary findings point to the imperative of getting early literacy achievement right for the sake of learners' future performance in school and in the economy.

Supply and demand of teachers

A consortium of four organisations including the HSRC conducted a large project organised under the auspices of the Teacher Education Programme, a multi-year Royal Netherlands Embassy-funded project on teacher education. Among the most significant findings and conclusions of this study were:

- National data do not reveal the actual shortages of teachers in mathematics, science and other subjects at the foundation phase.
- White students are keener to study teaching than their black African counterparts, which is worrying since there is a dire shortage of teachers in rural areas and white graduates are unlikely to teach in those areas.
- Female African students are on a decline.
- The process of merging and incorporating teacher education colleges into higher education requires a period of policy consolidation and integration to build a well-functioning, teacher education coherent system. Any new policy aimed at fundamentally re-orienting the system in another direction, rather than building incrementally and systematically on the changes that have been effected over the past decade, could have dire consequences for the institutions and the academics in them.

The work conducted in this project is of critical importance to the national debate on re-opening of teacher education colleges.

Teacher quality and learner achievement are closely linked

A pilot study of teacher quality and learner outcomes in 40 grade 6 mathematics classes in Gauteng explored why South Africa does so poorly in international tests relative to its neighbours. Results were significant and supported the claim that pedagogical content knowledge is important in improving student achievement. This occurs through improved teaching by teachers who know their subject and how to teach it. The study also provided evidence of what teachers are good at, and what needs remediation – an important finding for the improvement of teacher education in South Africa. Analysis of videotapes of 40 classrooms showed that the intended level of cognitive demand is not always the same as the level at which it is implemented.

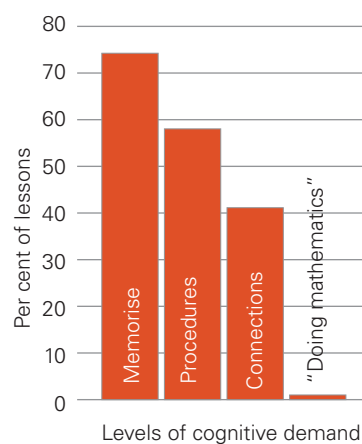


Figure 2. Gauteng province:
Per cent of lessons by cognitive demand

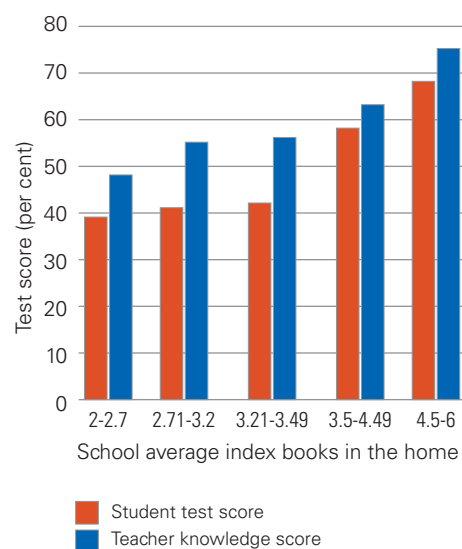


Figure 3. Gauteng province: Grade 6 student mathematics test score and teacher overall knowledge score as a function of school average index of student's reported number of books in the home, 2007

Note: Index of number of books in the home is as follows: no books=1, about 10 books=2, about 20 books=3, about 50 books=4, about 100 books=5, more than 100 books=6.

Another pattern observed was the lack of whole-class discussion on the activities or worksheets. The 'discussion' is often just a chorus of agreement to given answers – or the completion of comments-prompted answers, that really give no indication of whether or not learners actually were able to give the answer themselves.

This project was supported by the Spencer Foundation and forms part of a larger regional comparative study being conducted with Stanford University, the universities of the Witwatersrand, Cape Town and KwaZulu-Natal.

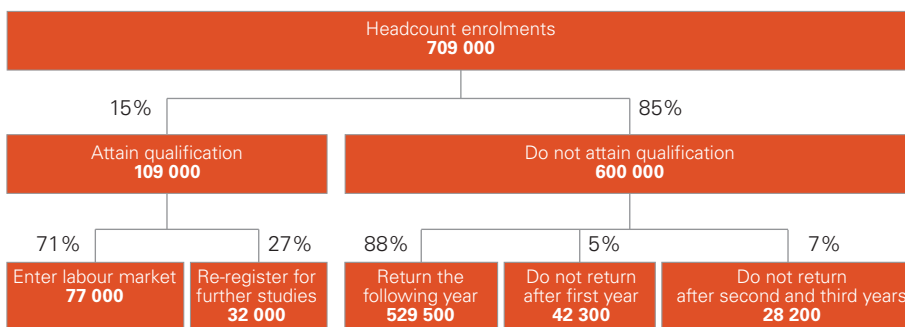
Why university students drop out

This project, supported by the Ford Foundation, conducted research on seven universities – Witwatersrand, Stellenbosch, Western Cape, Fort Hare, Limpopo, Tshwane University of Technology, and Cape Peninsula University of Technology. The study traced a group of students who dropped out of university between 2000 and 2002 and investigated factors that influenced the students to discontinue their studies.

Key factors were a lack of finance and the disparate quality of education at school level. It found that the average low socio-economic status (SES) of students across the seven institutions was 70%, but more pronounced in historically black disadvantaged institutions, for example the universities of Fort Hare and of the North, where 82% of the sample were categorised as 'low SES'. The parents/guardians of the low SES students either had 'no formal education' or had 'some secondary education', and their monthly income was listed as 'no income' or below R1 600 pm.

As for the disparity in education quality, black Africans and coloureds, sections of society that bore the brunt of exclusion by apartheid education policies and legislation, continue to lag behind in education success rates.

Figure 4. The chosen few



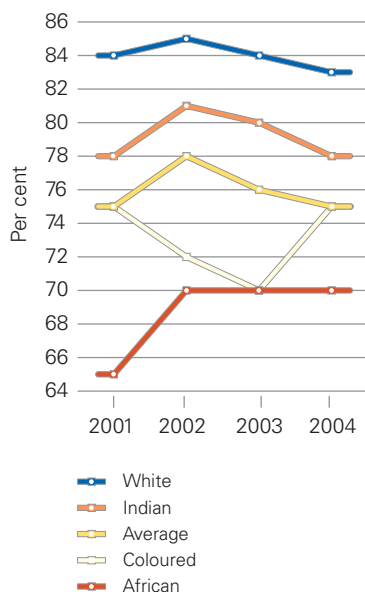


Figure 5. Higher education undergraduate success

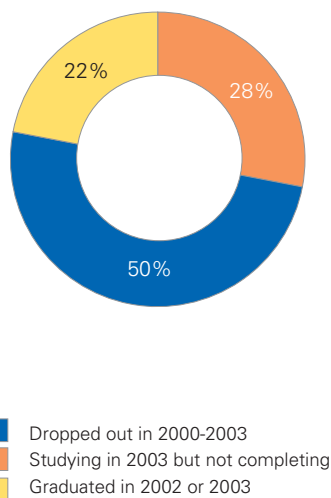


Figure 6. SA drop-out rate

Education quality

Three studies on education quality form part of a large project on literacy and numeracy conducted in collaboration with the national and provincial departments of Education and funded by the Royal Netherlands Embassy. The research was conducted by a consortium comprising the HSRC, the Education Policy Consortium (i.e. the Centre for Education Policy Development and Education Policy Units from the universities of Witwatersrand, Western Cape and Fort Hare), JET Education Services and the Project for the Study of Alternative Education in South Africa (PRAESA). The HSRC component consists of three studies: the National assessment of learner achievement; Classroom assessment resources for learning improvement; and the National Indicator Framework. These studies are all ongoing.



The Reading, Writing and Rhythmic consortium (3Rs) at a dialogue forum between the HSRC and the Department of Education

WORLD OF WORK – SKILLS AND EMPLOYMENT

Research in this area encompasses studies into the labour market, employment creation, and skills 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.

Our initiatives have resulted in

- Groundbreaking impact assessments of key post-apartheid labour market legislation;
- Providing an overview of the contextual factors driving human resources development in South Africa; and
- Providing concrete, innovative and forward-looking ideas on halving unemployment and poverty by 2014.

Assessment of labour market legislation

A two-year research project for the Department of Labour provides groundbreaking impact assessments of key post-apartheid labour market legislation, measuring the equity and efficiency in the South African labour market. The Sector Skills Study provides insightful analysis on the complexities of attaining alignment between the skills development strategies and micro-economic priorities in 14 key sub-sectors in the economy. A National Skills Survey 2007 provides insight into employers' training programmes, and the Sector Education Training Authorities' propensity to train. The Scarce and Critical Skills Study contributes towards the development of a model for the identification and verification of vacancies and scarce skills in the critical occupations including engineering, artisan trades and others. A multi-sector tracer study on the impact of learnerships evaluated the external effectiveness of learnerships under the National Skills Development Strategy II, in terms of the impact on the labour market outcomes of beneficiaries. The employment equity sub-studies provided insights as to the rationale for the apparent lack of advancement of designated and historically disadvantaged groups in the labour market.

Review of human resources development

The next in the series of the *Human Resources Development Review 2008: Education, Employment and Skills in South Africa* – 25 chapters authored by some of the leading researchers in the field – provides an extensive overview of the contextual factors driving human resources development in South Africa. A key theme throughout the volume is the importance of a multi-faceted skills development strategy operating at three levels. This publication is an important resource for researchers, practitioners and policy-makers in the field.

Employment scenarios

Through roundtable dialogue, scenario building and thematic research, top decision-makers were drawn together in the employment scenarios initiative to provide concrete, innovative and forward-looking ideas on halving unemployment and poverty on a sustainable basis by 2014. These teams developed path and

This initiative deepens the thinking around employment dynamics, and validates existing policies or identifies possible policy gaps by testing the potential employment impact of current policy thrusts.

policy complements required to achieve different employment scenarios alongside their political, financial and bureaucratic implications. These were then put to policy-makers, stakeholders and experts for dialogue and debate. This initiative deepens the thinking around 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 amongst central decision-makers and in civil society. A number of research projects support the employment scenarios initiative.

SCIENCE AND INNOVATION

This area of research is concerned with the role of innovation in development, and how policy in support of innovation can advance the developmental ambitions of South Africa and other developing countries. The HSRC works within the perspective of the national innovation systems (NIS).

Our initiatives have resulted in

- Completing the first official South African Innovation Survey;
- Expanding R&D surveys to include measuring and monitoring progress toward the knowledge economy, and dealing with indicators of social well-being;
- Contributing to the developmental role of universities in the South project;
- Rolling-out a survey of firm experiences with university collaborations; and
- Identifying factors contributing to or inhibiting women with a SET background, and identifying gaps in gender representivity in the workplace.

First official innovation survey in South Africa

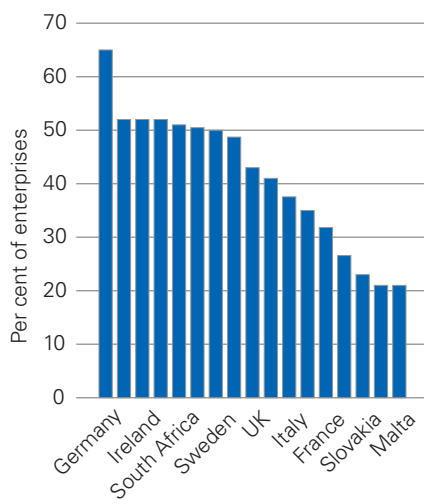
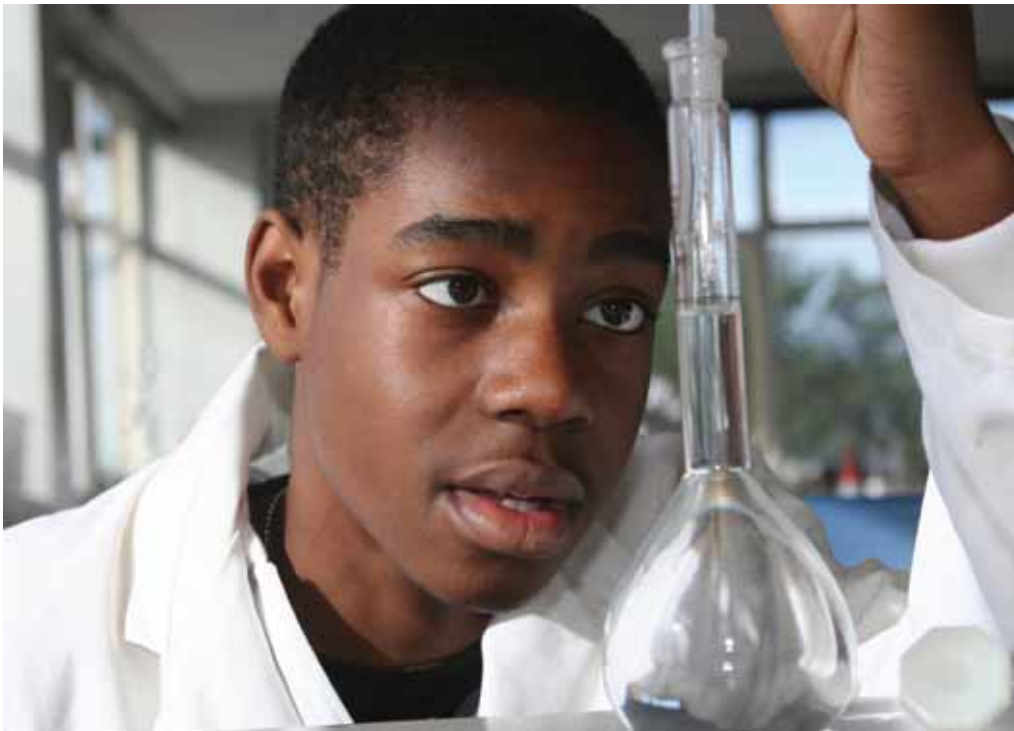


Figure 7. Percentage of business enterprises with innovation activity, 2002-2004

During 2007/08 the HSRC completed the first official South African Innovation Survey on behalf of DST. Innovation surveys are undertaken in all European Commission countries and numerous other countries including Brazil, Malaysia and Argentina. By using the European Union (EU)-recommended core questionnaire and methodology, countries can produce internationally comparable survey results that are useful for benchmarking and policy development. In South Africa's case the survey results showed that the country is more innovative than previously thought with 52% of enterprises recording innovation activities between 2002 and 2004. Denmark, Ireland and Austria all had the same rate of 52% and Germany demonstrated the highest rate of innovation with 65% of enterprises reporting innovation activities.

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Research and development (R&D) surveys

There is a growing body of research based on the series of four R&D surveys conducted by the HSRC, which have contributed to shaping: the DST Ten-year Plan, Innovation toward the Knowledge Economy; the framework for establishing the Technology Innovation Agency; the Organisation for Economic Cooperation and Development (OECD) Review of South Africa's Innovation Policy; and a National Advisory Council on Innovation (NACI) study on the benefits of publicly-funded R&D. It is expected that this work will expand yet further to include a project that will measure and monitor progress toward the knowledge economy, as well as another dealing with indicators of social well-being.

Innovative in manufacturing and knowledge

South Africa is the only developing-country partner in a consortium of European institutions financed by the EU's FP6 Programme, in a study called 'Understanding the Relationship between Knowledge and Competitiveness in the Enlarging European Union (U-Know)'. The South African study was aligned with the research undertaken in Europe. HSRC researchers wrote papers on the determinants of innovative activities in the South African manufacturing sector and on knowledge dissemination and university-industry linkages in the South African national innovation system, partly in conjunction with our partners at the University of Cape Town, the CSIR, and the Western Cape Treasury. This work was presented at a meeting of the consortium first in Ljubljana in September 2007 and then in Oslo in early 2008. This was followed by a seminar at the HSRC.

Developmental role of universities

In the developmental role of universities in the South, a project under the auspices of the Canadian International Development Research Centre's (IDRC) Research on Knowledge Systems (RoKS) Programme, HSRC researchers wrote individual country papers on the respective national innovation systems together with our partners from Uganda and Nigeria. The HSRC also rolled-out a survey of firm experiences with university collaborations in November 2007. The purpose and the methodology of the project were presented to board members of the IDRC in Cape Town.

Women in science, engineering and technology (SET)

The study identified factors contributing to or inhibiting women with a SET background, and identified gaps in gender representivity in the workplace. The sample consisted of 27 companies across the JSE, private, small, medium and micro-enterprises (SMMEs) and state-owned sectors. Qualitative and quantitative data was gathered through in-depth interviews, a gender representation survey questionnaire, and a questionnaire for SET women in the company. Findings point out that women continue to be under-represented in the SET sector, and specifically in the industrial context. This under-representation is attributed to several factors including insufficient rewards for efforts at work; absence of mentorship within the organisation; lack of career opportunities in the organisation; lack of access to resources; inflexible working hours; and being recruited, retained and advanced because legislation dictates implementation of affirmative action and employment equity policies (compliance rather than true transformation). Implications for companies include developing and implementing specific strategies and programmes to retain and advance women (training, mentoring and support). For government, they include developing a national strategy for increasing women's participation in industrial SET at all levels of the organisation.

CAPACITY DEVELOPMENT

All work of the HSRC is directly or indirectly aligned with issues related to human resources development. It is part of our mandate as a humanities and social science council to train young, dedicated researchers who are most likely to build careers in this profession. Capacity development at the HSRC is both at research unit and institutional levels. At research unit level, capacity development is designed according to the strategic fit between the research unit and the trainee, while at institutional level, the intervention is generic and designed according to the needs of various research trainees.

Our initiatives have resulted in

- Setting up a dedicated capacity development unit;
- Boosting the HSRC trainee programme; and
- Training researchers on gender analytical tools in conducting research.

Institutional capacity development

A dedicated capacity development unit, officially renamed Es'kia Mphahlele Researcher Development, got underway in 2007/08. This unit is strongly geared towards the National Human Resources Strategy and the Accelerated and Shared Growth Initiative for South Africa (AsgiSA). The programme was given a significant boost by a positive response of DST to a medium-term expenditure framework (MTEF) proposal submitted on capacity development.

The researcher development unit has two main activities:

- Planning and co-ordinating workshops and lecture series for HSRC researchers and research trainees; and
- Networking with national and international research institutions at institutional and programme level to create an enabling environment for the researchers and support the growing of new researchers.

The unit also funded conference attendance, locally and internationally, for the research trainees, as well as attendance of seminars.

Training at research unit level

In order to make research training more meaningful, a mentoring agreement is signed at research unit level and the parties enter into protocol agreements. The protocols range from dedicated times for research, the nature of the internship, the course the internship will take and targets to meet during the internship period.

The number of research trainees placed within research units was 90. These research trainees are registered Master's and PhD students, and post-doctoral fellows. Some programmes also absorbed DST interns.

Training varied, but generally the following skills were offered to research trainees: project and data management, literature reviews, analytical writing, writing, co-authoring and presenting of papers, training in large-scale social sciences surveys, expertise on monitoring and evaluation, behavioural and social intervention research, data collection, proposal writing, networking skills, statistical software training, and finding research resources through the HSRC's virtual library.

In order to make research training more meaningful, a mentoring agreement is signed at research unit level and the parties enter into protocol agreements.

Gender mainstreaming

Mainstreaming training in gender is a key function of the Gender and Development unit at the HSRC. In 2007-2008, 247 staff members (both research and support staff) underwent training in gender sensitivity, an achievement of 80,5% against the overall institutional target of 60%. The training in 2007-2008 for researchers focused mainly on gender analytical tools in conducting research.



Gender training at the HSRC.

HIV and AIDS

We demystify behavioural and social aspects of living with HIV and AIDS



Working to change the status of the HIV/AIDS epidemic lies in our hands as a nation. We undertake research to inform HIV/AIDS, prevention, care and impact mitigation.

HIV AND AIDS AND HEALTH SYSTEMS

The HSRC is home to a multitude of large, policy-relevant research projects on the behavioural and social aspects of the HIV epidemic, from studies that will help prevent mother-to-child transmission to investigating programmes that may contribute to prevention of infections in the young and in vulnerable groups such as orphans, gays and men who have sex with men (MSM). It also focuses on public health systems and how that can be improved.

Our initiatives have resulted in

- Findings that prevention remains the key strategy for curbing the HIV epidemic in the country;
- Sharing and transferring lessons learnt in implementing the SADC/EU Regional Multi-Sectoral Projects on HIV and AIDS;
- Applying monitoring and evaluation (M&E) to assess the outcome and impact of national HIV and AIDS policies and programmes;
- Co-ordinating the research sector of the South African National AIDS Council (SANAC);
- Looking into evidence from Botswana, South Africa, Swaziland and Zimbabwe on new infections in children aged 2 to 14 years who are not yet sexually active;
- A consistent finding that HIV and AIDS in the household affects enrolment, attendance, continuation and achievement in schooling;
- Organising a colloquium on getting HIV and AIDS research/evidence into policy and practice on the African continent;
- Kick-starting broad stakeholder involvement in the debate about National Health Insurance; and
- Improving the capacity of researchers to analyse the effects of social, economic, health care and policy changes on individuals aged 50+ years.

National household surveys

Population-based HIV/AIDS surveys, employing the second-generation surveillance approach at national, provincial, and local community levels, provide unique information for informing policy and programmes in response to the HIV/AIDS epidemic in South Africa and neighbouring SADC countries. The national HIV/AIDS household survey, now in its third cycle, serves as a primary data source for monitoring and evaluation (M&E) of the implementation of the 2007-2011 National Strategic Plan (NSP) for HIV and AIDS and STIs. The study found that a successful response to the epidemic will depend largely on changing the social norms, attitudes and behaviours that contribute to the spread of HIV in South Africa. To be effective, the extent of these behavioural and societal changes has to be very substantial and widespread. As HIV continues to spread, and neither a vaccine nor cure exists, prevention remains the key strategy for curbing the epidemic in the country. Prevention works. Evidence from Uganda, Kenya and Zimbabwe demonstrate that behaviour change is the main factor for the observed decline in HIV infection levels in these countries.

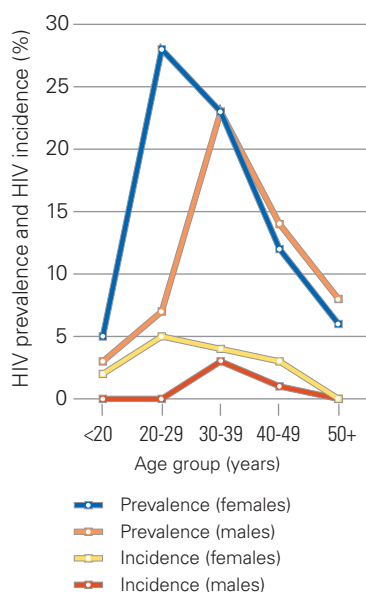


Figure 8. HIV prevalence and HIV incidence by age and sex, South Africa, 2005

HIV surveys in SADC

A consortium of organisations, led by the Social Aspects of HIV/AIDS Research Alliance (SAHARA) network, is conducting a two-year project to do national HIV prevalence and behavioural risk household surveys in Botswana, Lesotho, Mozambique and Swaziland. In relation to this project a workshop was held on sharing and transferring lessons learnt in implementing the SADC/EU Regional Multi-Sectoral Projects on HIV and AIDS.

National M&E programme impact assessment

The NSP recognises monitoring and evaluation (M&E) as an important policy and management tool. Various government departments, including the departments of Health, Social Development and Education (national and provincial levels), the Presidency, and SANAC, have requested the HSRC to assist in the outcome and impact assessment of national HIV and AIDS policies and programmes. In an assessment study of these programmes, commissioned by the DST, the analyses provided data on the progress towards attaining Millennium Development Goal (MDG) indicators in South Africa. It also presented conceptual frameworks and novel methodological approaches that are critical for assessing the impact of the NSP. National HIV incidence measures based on the new methodology presented in the report will provide information on the key MDG indicator, 'reduction of new HIV infections'. The reported estimates will serve as benchmark figures for future impact assessments. Also, work on a comprehensive M&E framework for national HIV and AIDS prevention and care programmes has been acknowledged by the South African government and HSRC researchers are actively providing technical guidance in the SANAC steering committees.

Research support for SANAC

The HSRC has received a US\$900 000 grant from the Bill & Melinda Gates Foundation to co-ordinate the research sector of SANAC in South Africa. The research sector comprises individuals from different organisations, including research institutes, universities and NGOs, committed to co-ordinating the work that supports the NSP. The grant will be used to organise meetings to develop sector and provincial evidence-based implementation plans and models to achieve a 50% reduction in new HIV infections; support the work of the research sector and its sub-committees; develop the capacity of scientists and counsellors in behavioural interventions who focus on target populations such as people living with HIV/AIDS, men who have sex with men, and HIV-negative people who frequent high-risk places; and provide support for technical staffing needs for the deputy chair of SANAC, including conducting secondary analysis of population-based data and other available information to answer specific research questions.

HIV infection in children

A new project on HIV infection in children is looking into evidence from Botswana, South Africa, Swaziland and Zimbabwe on new infections. It suggests a growing number of HIV infections among children aged 2 to 14 years who are not yet sexually active.

Joint learning to benefit families

The Joint Learning Initiative on Children and HIV/AIDS (JLICA) is a global effort to bring together the best available evidence to address the multi-sectoral challenges arising from the combined stresses of poverty and the AIDS epidemic on children, families, communities and social institutions. Learning Group 1: Strengthening Families, led by Professor Linda Richter, forms part of the larger study and has commissioned 12 expert papers and systematic reviews. In general, there is little scientific research on large-scale programming and the quality of evidence also does not yet support this. One consistent finding is that HIV and AIDS in the household affects enrolment, attendance, continuation and achievement in schooling. Programmes to support schooling, in the form of free education, income transfers to families to offset opportunity costs of school attendance, school meals, after-school programmes, and school health services, are all entry points to maintain education of children affected by HIV and AIDS. The findings from the JLICA will be released in late 2008 and will be presented to the Global Partners Forum. This will form the basis for key recommendations by the Inter-Agency Task Team on Children Affected by HIV/AIDS, as well as by other advocacy groups.

One consistent finding is that HIV and AIDS in the household affects enrolment, attendance, continuation and achievement in schooling.



Dr Olive Shisana, CEO of the HSRC, talks to some of the participants at the 4th SAHARA conference held in Kisumu, Kenya in 2007



Delegates at the SAHARA AIDS conference in Kisumu, Kenya.

Policy as practice

A colloquium on getting HIV and AIDS research/evidence into policy and practice on the African continent was organised and hosted in conjunction with the University of Limpopo. The colloquium, which was attended by 50 delegates, was opened by Minister of Social Development, Zola Skweyiya; and the key-note speaker was the United Nations

Educational, Scientific and Cultural Organisation (UNESCO)'s Assistant Director-General for Social and Human Sciences, Pierre Sane. Various case studies were examined and good practice in getting evidence into policy and practice highlighted. An outcome of the colloquium was a request by UNESCO to pilot test the Management of Social Transformations (MOST) Online Policy Research Tool.

National Health Insurance

In response to calls for more stakeholder involvement in the debate about National Health Insurance, a colloquium was held in July 2007, which was attended by a broad range of stakeholders including the Ministry of Health. The deliberations clearly demonstrated the need to expand work around this theme by looking at broader health issues on strengthening the public health system (human resources, financing, district health systems, and defining a basic package of services for South Africa). The colloquium report resulted in some stakeholders preparing implementation plans and budgets for tabling before government to illustrate the benefits, practicality and affordability of introducing a National Health Insurance (NHI) system.

The deliberations clearly demonstrated the need to expand work around this theme by looking at broader health issues on strengthening the public health system (human resources, financing, district health systems, and defining a basic package of services for South Africa).

Global ageing and adult health

A large longitudinal study on global ageing and adult health (SAGE), which forms part of a World Health Organization (WHO) multi-country survey, is being conducted in South Africa. Other countries participating in the WHO study are Bangladesh, China, Indonesia, India, Ghana, Kenya, Mexico, Russia, Tanzania and Vietnam. In South Africa, the study is co-funded by the national Department of Health. The goals of SAGE are to promote a better understanding of the effects of ageing and well-being of individuals aged 50+ years; and to improve the capacity of researchers to analyse the effects of social, economic, health care and policy changes on current and future health.

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Poverty

We seek to make a contribution towards alleviating poverty through our research and development



It is our hope that, through our research, we are able to make a contribution to upliftment and development.



POVERTY AND DEVELOPMENT

All research done within the HSRC has the eventual aim to contribute towards alleviating poverty, but some of the projects are directed towards research into interventions that could directly influence the dire situation of the poorest in the country.

Our initiatives have resulted in

- Concluding that social grants have a huge economic impact in communities, with pay-points providing trading markets for both local and outside entrepreneurs;
- Seeking ways to achieve poverty reduction through promoting the use of existing and new knowledge and local and indigenous technologies;
- Prioritising research into the impact of HIV/AIDS among orphans and vulnerable children;
- Concluding that poverty alleviation, through fast-tracking South Africa's urban development impetus, is unlikely to be a significant outcome of the 2010 World Cup;
- Revealing that mental health services in four African countries have inadequate budgets with little attention paid to common mental disorders;
- Enhancing understanding of child poverty and evaluating barriers to accessing the Child Support Grant and other child social protection measures; and
- Developing a comprehensive and updated profile of the child poverty situation in South Africa.

Welfare grants

The economic impact of welfare grants on selected KwaZulu-Natal communities, commissioned by the Department of Economic Development KwaZulu-Natal, found that a large number of grant recipients spend their money on commodities that are essential for households. The pay-points themselves provided huge trading markets for both local and outside entrepreneurs. The study concluded that social grants have a huge economic impact in the study areas. A sizeable number of people had managed to start their own small businesses using grant money. At the same time, local formal businesses benefit from grant income as they provide part of the market where recipients spend their money. These effects had also resulted in employment creation for some either on a permanent and/or temporary basis. Policy recommendations include improving access roads and the trading environment at grant pay-points; and addressing taxi violence and crime in general.

Economic development through technology

As the custodian of the national system of innovation, the DST aims to ensure that technology is harnessed towards the objective of rural development. One initiative is the creation of a South African chapter of the African Institute for Capacity Development, namely AICAD-SA. Broadly speaking, AICAD-SA seeks to achieve poverty reduction by means of promoting the utilisation of existing and new knowledge and technologies, including local and indigenous technologies, in

part by facilitating the sharing of information. One of the first steps towards making AICAD-SA a reality is to establish the current technologically-oriented poverty reduction initiatives in South Africa. This will assist the department to figure out how it should position itself to make the greatest possible difference in the fight against poverty. A study conducted by the HSRC, with a particular focus on rural areas, assembled various pieces of information and analysis regarding contemporary, programmatic attempts to promote rural development in South Africa through the use of technology. The emphasis of the exercise was specifically on the development and/or transfer of technologies that seek to address poverty by means of supporting productive activities.

Orphans and vulnerable children

One of the consequences of the hyper-endemic nature of HIV/AIDS in the southern African region has been the premature death of parents of young children, which has produced large numbers of orphans. This has exacerbated an already hazardous situation in which many children are vulnerable because of pervasive levels of poverty. Consequently, research into mitigation of the impact of HIV/AIDS among orphans and vulnerable children (OVC) has been made a priority in order to identify best practices that help improve both their own conditions as well as those of their caregivers in line with imperatives of the NSP. Several outstanding reports in a five-year study in Botswana and Zimbabwe on OVC, funded by the WK Kellogg Foundation, were published in 2007.

FIFA 2010 World Cup and poverty

It is unlikely that poverty alleviation, as a result of fast-tracking South Africa's urban development impetus, will constitute a significant outcome of the 2010 World Cup. This is one of the conclusions reached in a study, captured in a forthcoming book on 2010 titled *Development and Dreams*. The research has revealed that a unique moment has been lost regarding the ability of the 2010 World Cup to serve as a catalyst for urban development. Development benefits in cities are therefore likely to be fairly circumscribed. The study reflected on the urban development implications of the 2010 World Cup, and an academic and applied component. The applied component seeks to contribute to city strategic

and planning occurring at all levels of government. The applied component is given effect through research, peer-reviewed publications and through an annual poll of public attitudes to the 2010 World Cup.

It is unlikely that poverty alleviation, as a result of fast-tracking South Africa's urban development impetus, will constitute a significant outcome of the 2010 World Cup

Mental health and poverty

The Mental Health and Poverty Project (MHAPP), funded by the United Kingdom's Department for International Development (DFID), seeks to improve mental health policy and action in Ghana, Uganda, Zambia and South Africa. A situational analysis revealed that mental health services have inadequate budgets with little attention paid to common mental disorders such as depression and anxiety. While traditional healers are viewed as important to mental health service delivery, they are poorly integrated into primary health-care services. All four countries are currently in the process of developing district-level demonstration projects, potentially to be taken up by the Department of Health as part of their delivery of primary mental health-care services.

Child Support Grant

The further development of the Going to Scale Research Project funded, among others, by a Rockefeller Brothers Fund grant, has several aims. Firstly, to enhance understanding of child poverty defined in the multi-dimensional sense. Secondly, to evaluate barriers to accessing the Child Support Grant and other child social protection measures; and lastly, to test the relative cost effectiveness of an additional conditional versus unconditional income allowance for ultra-poor children and their families in high HIV/AIDS prevalence communities.

Child poverty

A collaborative research project with the Economics department at Stellenbosch University on child poverty reviewed the existing evidence base on child poverty. The study also developed a comprehensive and updated profile of the child poverty situation in South Africa, using the recent Income and Expenditure Survey 2005/06. The result will be discussed in a workshop with policy-makers and practitioners and will be included in a policy brief in 2008/09.



Participants at the *Scanning the horizon and influencing the future* discussion

SOCIAL INCLUSION AND EXCLUSION

Many HSRC studies look at circumstances and tendencies in society that lead to social exclusion, alienation and disenfranchisement within South African society, for example, people with disabilities, the elderly, women, orphans and vulnerable children.

Our initiatives have resulted in

- Findings that many inequalities remain despite post-apartheid South African policies directed at correcting historical injustices;
- Seeking ways to develop and sustain cultural and gender-based interventions to eliminate stigma associated with HIV/AIDS prevention, care and support; and
- Facilitating the formation of coalitions in various African countries to confront official discrimination against access to HIV/AIDS prevention, care and treatment.

Inequalities in health remain

A study titled 'Social Exclusion and Health Inequities – SEKN [Social Exclusion Knowledge Network] Policy Appraisal and SA Case Study' found that although many of the policies in post-apartheid South Africa have been directed at correcting historical injustices, many of the inequalities still remain at both macro and micro levels. The review, which forms part of work being done for the WHO's Commission on Social Determinants of Health, also showed that greater attention is needed to ensure effective implementation of these policies.



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Social protection against stigma

A five-year project, Social Protection, ending in 2008, aims to strengthen research infrastructure and capacity at the universities of the Western Cape and Limpopo. The project, funded by the USA's National Institute of Mental Health (NIMH) through Pennsylvania State University, seeks to develop and sustain cultural and gender-based interventions for elimination of stigma associated with HIV/AIDS prevention, care and support. The eventual aim is to develop an HIV/AIDS stigma scale and test anti-stigma interventions. In the quest to protect vulnerable groups, develop and support sustainable communities with the aim of reducing poverty, promote social inclusion (and reduce its counterpart social exclusion), Social Protection encompasses aspects of mental health, poverty, burden of disease and disability, and access to services. An ongoing activity is to analyse social protection policy documents and their implementation plans in addressing marginalised groups.

The project seeks to develop and sustain cultural and gender-based interventions for elimination of stigma associated with HIV/AIDS prevention, care and support. The eventual aim is to develop an HIV/AIDS stigma scale and test anti-stigma interventions.

Commercial sex workers and MSM

Several workshops and meetings with MSM, poor (unofficial) female commercial sex workers and policy-makers in various African countries were organised through the SAHARA network. These countries were invited to join the processes of HIV/AIDS strategic planning led by the Senegalese National AIDS Committee. The network also assisted MSM in various African countries (Cote d'Ivoire, Burkina Faso, Mali, Senegal, Ghana), to form coalitions and confront official denial and discrimination against access to prevention, care and treatment. It was able to bring about: the integration of vulnerable groups in official institutions and in the construction of policy and programme responses; the integration of women traditional leaders into the national responses; the integration of an African perspective into approaches and policies developed by international agencies; and advocacy and lobbying aimed at African heads of state.



SERVICE DELIVERY

Post-apartheid policy in South Africa has focused on the effective and efficient delivery of services to the majority, particularly rural African inhabitants, who have historically been deprived of basic essential services such as water and sanitation, housing, electricity and health facilities. 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.

Our initiatives have resulted in

- Stimulating improved responsiveness of municipalities providing and overseeing water services;
- Speeding up housing and service delivery projects by providing basic planning data at community level;
- Strengthening and supporting the implementation of prevention of mother-to-child transmission (PMTCT) programmes in districts in the Eastern Cape and Mpumalanga provinces.

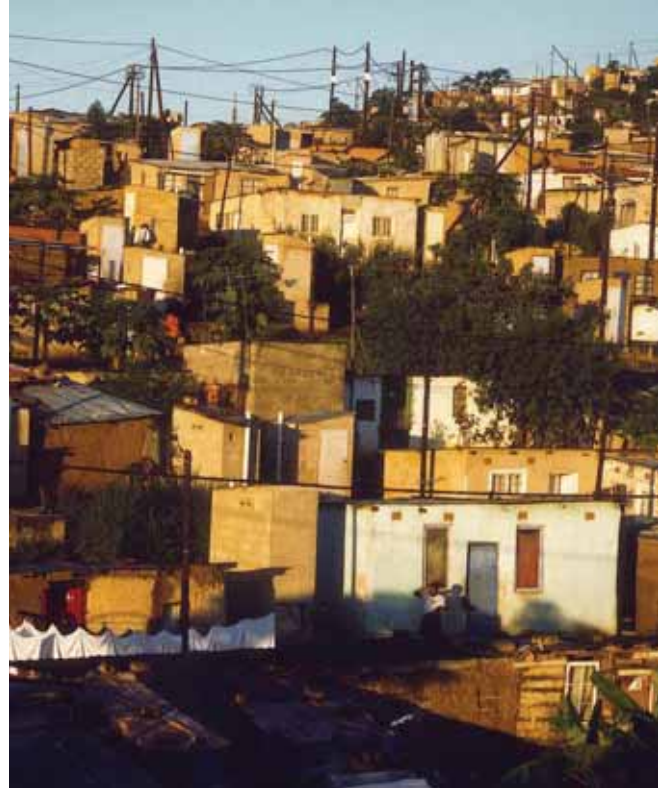
Involving citizens in water delivery

The strategy is to stimulate improved service delivery through these reporting exercises, which will lead to an increase in the responsiveness of municipalities providing and overseeing water services.

As the focus of the national Department of Water Affairs and Forestry (DWAF) shifts from delivery to regulation, there is keen interest in ways in which citizens can participate. A research team drew up ten indicators (including consultation, access, flow and children's health) central to water standards, which can be used by communities to report to municipalities with the responsibility for water services. Community members have been trained to undertake exercises (such as mapping and surveys) to provide the basis by which services can be measured and judged. A final scorecard in a set of tools provides the input into local regulation. The strategy is to stimulate improved service delivery through these reporting exercises, which will lead to an increase in the responsiveness of municipalities providing and overseeing water services. Successful regulation requires the involvement of thousands of communities and the tool is designed for this task.

Spatial planning for housing and service delivery

The second phase of the joint CSIR/DST Integrated Planning, Development and Modelling project has been registered, and the HSRC is developing a highly innovative new tool to assist spatial planning for housing and service delivery by local government. This work analyses the demographics of settlement at community level in order to profile demand quickly and accurately for purposes of delivering the appropriate housing for specific informal and formal settlements where there is urgent housing need. It is directed to speeding up housing and



service delivery projects by providing basic planning data at community level, where no such data is available in South Africa to municipalities struggling with weak planning capacity. The same HSRC research team has been invited to sit on the national Department of Housing (DoH) reference group for its Policy Research Unit, and has also completed a short study into urban land management for Planact and the Wits School of Public Administration. These initiatives build on critical policy papers written during the previous year for the national DoH, DFID's Urban Land Management Programme and the South African Housing Foundation. The DoH Research Unit has also invited the HSRC as preferred supplier to tender for a major research paper on informal settlements upgrading policy as part of government's current review of the Breaking New Ground housing policy.

Health service delivery

One of the ambitious aims of the NSP is to reduce mother-to-child transmission of HIV to less than 5%. A five-year study to improve the effectiveness and coverage of the PMTCT services, especially in poor, rural areas is underway. This study forms part of the Marang project funded by the USA's Presidential Emergency Plan for AIDS Relief (PEPFAR) through a collaborative agreement with the USA's Centers for Disease Control and Prevention (CDC). The study seeks to strengthen and support the implementation of PMTCT programmes in Cacadu district of the Eastern Cape and will soon be extended to another district in Mpumalanga.

Collaboration in Africa

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

Governance and society

1. Governance, HIV/AIDS and Natural Resources Management Project:

Zimbabwe, Malawi, Mauritius, Tanzania, Namibia, Botswana, Angola, Congo, Swaziland, Mozambique.

2. Identity and Citizen Project:

Angola, Ivory Coast, Democratic Republic of Congo, Rwanda, Sudan, Kenya, Tanzania and Zimbabwe, South Africa.

3. South Africa's Role in Africa Project:

Ethiopia, Senegal, Zimbabwe, Kenya, Nigeria, Zambia, Democratic Republic of the Congo, South Africa.

4. Migration, Citizenship and Identity in Africa Project:

Mozambique, Sierra Leone, Kenya, Rwanda, Zimbabwe, South Africa, Egypt, Tanzania.

5. Going to Scale Project:

Zambia, Malawi, Ethiopia, South Africa.

Youth and children

6. Strengthening Families Project (under Joint Learning Initiative on Children and HIV/AIDS):

Malawi, Cote d'Ivoire, South Africa.

7. Strategy for the Care of Orphans and Vulnerable Children:

South Africa, Botswana, Zimbabwe, Lesotho, Swaziland, Mozambique.

Education and science

8. Africa's Social Accountability Profile Study (ANSA-Africa):

Egypt, Kenya, Malawi, Mozambique, Senegal, Tanzania, Togo.

9. The Developmental Role of Universities in the South Study:

Uganda, Nigeria.

HIV and AIDS

10. Social Aspects of HIV/AIDS and Health Research Alliance (SAHARA):

Mauritania, Gambia, Mali, Senegal, Burkina Faso, Guinea Bissau, Ivory Coast, Benin, Nigeria, Ghana, Cameroon, Congo, Central African Republic, Democratic Republic of Congo, Rwanda, Burundi, Sudan, Ethiopia, Uganda, Kenya, Tanzania, Somalia, Zimbabwe, Botswana, Swaziland, Lesotho, South Africa.

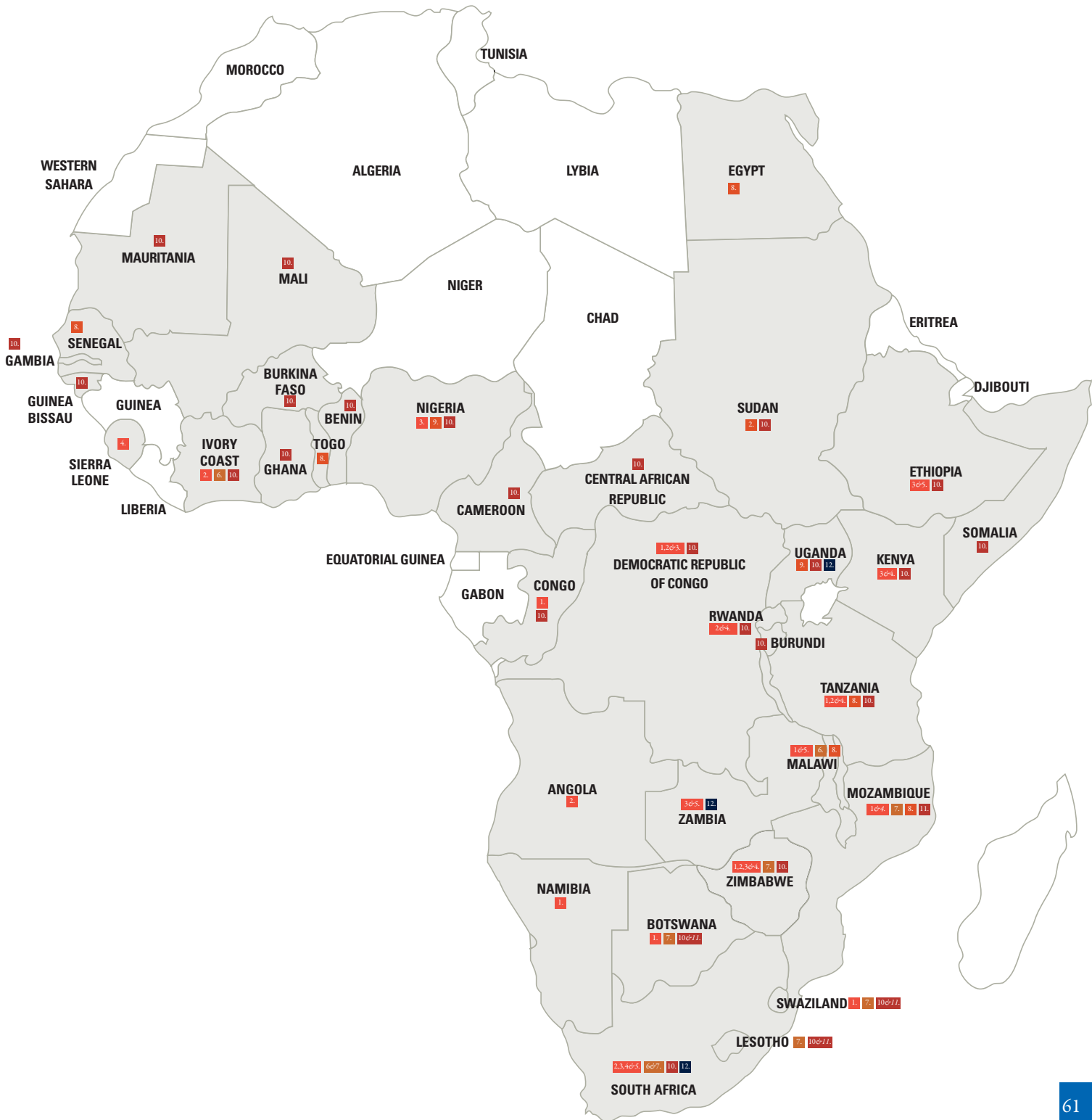
11. National HIV Prevalence and Behavioural Risk Household Surveys (SAHARA):

Botswana, Lesotho, Mozambique, Swaziland.

Poverty

12. Mental Health and Poverty Project:

Ghana, Uganda, Zambia, South Africa.



Networks and projects

Implementation networks in Africa

The introduction of implementation networks as part of research planning in the HSRC is an important development. By working closely with strategic partners in networks the HSRC aims to increase the relevance, utilisation and potential impact of human and social science research.

SAHARA

SAHARA undertakes multi-country and multi-site research, which enables it to make a significant contribution to evidence-based policy formulation and practice, and ensure widespread dissemination of results through its network of researchers, policy-makers and practitioners in 26 African countries. The network established a strategic tripartite relationship with SADC and the Joint United Nations Programme on HIV/AIDS (UNAIDS). Within this framework, it participates in several conferences sponsored by SADC and UNAIDS, including: the Southern African Regional Partnership Forum Meetings of SADC and UNAIDS in South Africa and Zambia, and a SADC Leadership Conference in Zimbabwe. It also participated in a technical review of the SADC Prevention Strategy in South Africa, a workshop in Botswana to review the HIV and AIDS research agenda of SADC, and an extraordinary meeting of HIV and AIDS Technical Advisory Committee of SADC in Botswana.

It participated in the second and third Council for the Development of Social Science Research in Africa (CODESRIA)-HSRC working meetings, during which decisions were taken for: a collaborative meeting of networks to be convened to synergise the efforts of SAHARA and the CODESRIA. Other initiatives included the convening of a region-wide meeting on the prevention of HIV and AIDS, with the participation of CODESRIA; mutual exchange of information on a Continental Policy Dialogue on National AIDS Councils to be organised by CODESRIA; and collaboration in a joint exploratory research on child-headed households and their implications.



It presented research findings to national AIDS committees, donors and state authorities (particularly in Senegal, Burkina Faso, Gambia, Mali and Ghana) in order to sensitise them to the issues of the vulnerability of marginalised groups such as MSM and poor (unofficial) female commercial sex workers. The official language of the Senegalese Ministry of Health changed and included the words MSM after the SAHARA conference held in Dakar, Senegal in which MSM organisations played a visible role.

Through networking activities, effective dissemination of research findings and capacity-building workshops, the SAHARA network influenced HIV/AIDS approaches and policies developed by national AIDS committees, NGOs, state representatives, international agencies, community leaders and stakeholders.



Affiliated Network for Social Accountability (ANSA-Africa)

ANSA-Africa is a World Bank-funded initiative that started in August 2006 with the secretariat being established at the HSRC. A pan-African executive committee provides strategic oversight to the initiative and a Technical Advisory Group provides specialist technical inputs into the initiative. The objectives of ANSA-Africa are to: develop cross-country collaboration on social accountability and government initiatives in Africa; provide technical assistance in the implementation of social accountability initiatives; deliver training programmes on specific tools and techniques; and share experiences and lessons on the implementation of social accountability methods. Several activities have been implemented by ANSA-Africa including the holding of a stakeholder workshop, establishing a network of more than 1 600 members across Africa and developing a knowledge portal that to date has on average 2 000 hits per day.

ANSA-Africa has also provided technical and financial support to several initiatives that have been undertaken by partners on the continent. This included the holding of training workshops in Ethiopia, Madagascar and Lesotho. The Municipal Development Partnership's (MDP) conference on participatory budgeting was also supported with funding. ANSA-Africa has co-ordinated the implementation of the Africa's Social Accountability Profile (ASAP) project that involved national partners in seven countries assessing what social accountability initiatives are on the go and what they need from ANSA-Africa in terms of technical support and training.

ANSA-Africa has established a significant network across the continent. Through its knowledge portal it disseminates information to this network and the global community on all aspects relating to social accountability and the use of different methods. ANSA-Africa also provides technical assistance to workshops conducted throughout the continent. Through these mechanisms it is improving the knowledge and use of social accountability methods in Africa.



African Migration Alliance (AMA)

The AMA is a network of concerned researchers oriented toward raising the priority of migration research among African governments, with emphasis on identifying trends across the continent and documenting the influence of under-researched migration drivers including climate change and job search.

The AMA steering committee includes representation from internationally recognised scholars in Kenya, Nigeria, Senegal and Democratic Republic of Congo as well as South Africa, while the secretariat is currently based at the HSRC in Pretoria. African institutions involved include Droits Humaines Sans Frontieres in Kinshasa, POHDEV in Dakar, the University of Ife, and the African Population and Environment Institute in Nairobi.

Institutional funding is currently under discussion with the national DSD as a key AMA partner, and funding is also being sought for anchor projects in regard to climate change and food security as a migration driver, and in youth migration.

Integrated Planning Development and Modelling (IPDM)

The IPDM in partnership with CSIR and DST has a wide and expanding implementation network, based on links with the key implementing departments charged with responsibility for spatial planning in relation to housing and services delivery. In addition to support from the deputy minister of Science and Technology, stakeholders include the national DoH's programmes in Sustainable Human Settlements and Communications and Information, as well as the Department of Transport, National Treasury, the national Department of Provincial and Local Government (DPLG) and the cities of Cape Town and Johannesburg.

Dissemination links for the distribution of the online planning instrument under development include the Development Bank of Southern Africa (DBSA), and also the national DSD with support from the United Nations Population Fund (UNFPA).

CODESRIA network



The CEO with delegates at a network seminar in Johannesburg between CODESRIA and the HSRC



The CEO addresses representatives at a meeting to consolidate and strengthen the HSRC's working relationship with CODESRIA

The Democracy and Governance research programme is leading aspects of HSRC collaborative ventures with pan-African research institutions, particularly CODESRIA. Under this collaboration, the South Africa in Africa project was launched this year bringing together a network of leading African researchers. Along similar lines, the identity and citizen project established a network of African scholars dealing with the issues of citizenship and identity. Scholars in this network are drawn from African institutions in diverse countries including: Angola, Cote d'Ivoire, Democratic Republic of Congo, Rwanda, Sudan, Kenya, Tanzania and Zimbabwe. Networks have also been established with researchers in the global south, especially India, Brazil, Cuba, Iran, Palestine, Israel and China.

The HSRC and CODESRIA jointly convened a network seminar in Johannesburg, South Africa from 11 to 12 October 2007. Professor Adebayo Olukhoshi and Dr Peter Kagwanja convened the meeting.

Demonstration projects

South Africa has major social problems that require implementation of evidence-based interventions. It is up to social scientists to assist policy-makers and other decision-makers in testing the effectiveness of proposed interventions in communities. This new approach would entail demonstrating, firstly, that a concept is working in a research setting, and secondly, implementing it, and eventually evaluating its effectiveness in a district with the aim of assisting government in scaling up the project.

Project Accept

Project Accept, a large scale, four-country community randomised trial, has now entered its second year of intervention. It consists of delivering mobile voluntary counselling and testing (VCT) services, coupled with community mobilisation and post-test psychosocial support to communities in Vulindlela, outside Pietermaritzburg. By the end of May 2008, 5 105 clients had participated in the mobile VCT services, with a high testing uptake rate of 97%. A significant contribution to this novel, easy to access and convenient mobile VCT approach, as compared to more standard facility-based VCT methods, is in relation to gender and age of service users. The mobile units continue to attract relatively equal numbers of men (45%) and women (55%) to testing. With respect to age, more than 72% of the testers fall between the ages of 16 and 32, with a median testing age of 24.

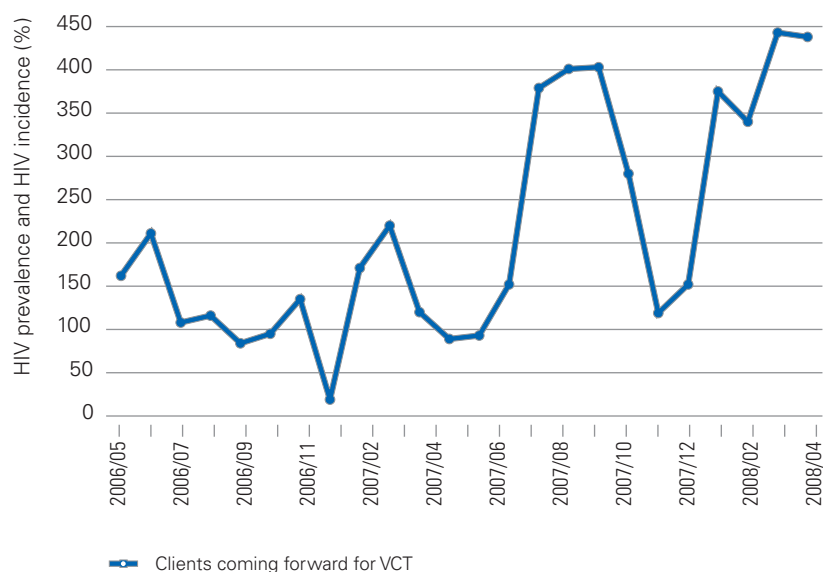


Figure 9. Project Accept: Uptake of VCT



Gathering at Project Accept's Sweetwaters site for Voluntary Counselling and Testing (VCT)

Phaphama – wise up

A set of intervention programmes, under the name Phaphama (meaning 'wise up' or 'be wise'), have been developed and tested in collaboration with the University of Connecticut, USA. These are mainly aimed at providing evidence-based behaviour change interventions as a means to reduce new HIV infections. Apart from targeting individuals, some interventions are now beginning to target whole communities in order to try to change social norms.

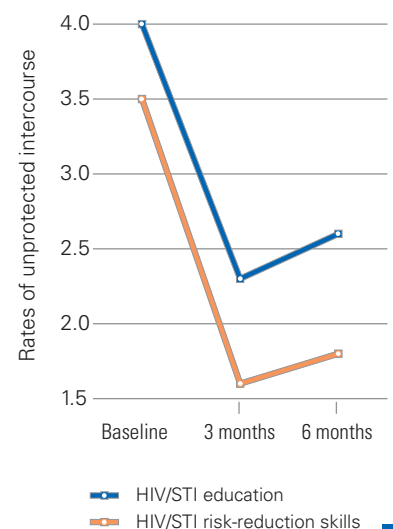
Phaphama 1A: Substance abuse and theory-based HIV-risk reduction intervention is a three-year pilot project, funded by the USA's National Institute of Alcoholism and Alcohol Abuse (NIAAA) through the University of Connecticut. It involves developing and piloting a theory-based risk reduction intervention for patients with sexually transmitted infections in a clinic, and groups of male and female adults in a community setting. The aim is to reduce both alcohol drinking linked to sexual behaviour and risky sex behaviour to reduce HIV infections. Although the alcohol use reduction was ephemeral, the behavioural risk reduction was shown to be effective as measured by the use of condoms during sex and the proportions of protected sexual acts.

Figure 10. Reduction in unprotected intercourse in past months (Phaphama 1A)

Based on data from Kalichman, Simbayi, Jooste et al., 2007

This study was followed-up by a five-year, multi-level alcohol project, aimed at reducing HIV infections by changing alcohol drinking linked to sexual behaviour, and changing risk behaviour among men who patronise informal drinking places (or shebeens). It also intends to change those socio-cultural norms and values that increases HIV infection through advocacy, using the men's social networks. The study, which is funded by the NIAAA, will further develop the small group-based intervention that was piloted in the community in Phaphama II (see following paragraph) among the completed projects. The project will be undertaken in 12 communities matched into six pairs in each arm of the randomised control study. The main rationale for the study is to see if concomitantly changing individual behaviour and socio-cultural values and norms about drinking are linked to risky sexual behaviour.

Phaphama II: The opportunity to replicate and test whether a theory-based HIV-risk reduction intervention can be generalised, has been made possible through funding by the NIMH. The intervention involves 1 800 patients with sexually-



As more people become aware of their HIV status, one of the major challenges is to promote behavioural risk reduction among them to promote primary and secondary prevention. A new approach, known as positive prevention, aims to achieve both goals.

transmitted infections at three primary health care clinics in the provinces of Gauteng, Eastern Cape and Western Cape. This study is progressing well and will soon be implemented in the three clinics.

Two sub-studies include testing the efficacy of the intervention on people living with HIV/AIDS (PLWHA), and another testing the efficacy of counselling of sighted individuals of both sexes by a totally blind, male behavioural risk-reduction counsellor. The study is scheduled to be completed in 2010.

HIV and gender violence

A four-year project, funded by the NIMH, involves developing and piloting a theory-based risk-reduction intervention for small groups of men in Gugulethu and Delft townships in Cape Town. The aim is to change gender attitudes and to reduce violence committed by men against women. It also includes reducing HIV infection among men through behavioural interventions and advocacy, using the men's social networks. All the fieldwork has been completed, and data has been captured and cleaned. Both the qualitative and quantitative results are being analysed and written up.

Positive prevention among PLWHA

As more people become aware of their HIV status, one of the major challenges is to promote behavioural risk reduction among them to promote primary and secondary prevention. A new approach, known as positive prevention, aims to achieve both goals. The HSRC is collaborating with the original developers of the interventions to adapt it to local conditions and can thereby benefit directly from their expertise. The two interventions are known as Healthy Relationships, and Options for Health. The HSRC is working with the Medical Research Council and the University of the Western Cape's School of Public Health to evaluate and roll-out the Options for Health intervention in all clinics, and is providing antiretroviral treatment in the Western Cape province.

National Assessment of Learner Achievement

A survey, conducted in collaboration with the national Department of Education (DoE) to design and implement the grade 9 national assessment (systemic evaluation) survey at the end of 2008, will be administered to a sample of approximately 600 schools. These schools are selected from all education districts in the country, and will involve approximately 2 400 learners, 1 800 teachers, 600 principals, and 160 DoE officials.

The purpose of the survey is to:

- report on learner levels of performance against all assessment standards specified in the National Curriculum Statements for Grade 9 English (First Additional Language), mathematics and natural sciences; and
- obtain information on the functioning of the system at the end of grade 9 for use by policy-makers to develop and implement effective strategies to enhance learning in all South African schools.

The final reports from this project will be completed by September 2009.

Improving teacher assessment practices and skills

The aim of this project is to enhance teaching and learning by improving the classroom assessment practices of teachers. It is premised on the understanding that teachers need appropriate support, development and resources to enable them to effectively use assessment to obtain relevant information for use in enhancing learning. This project is conducted in collaboration with provincial and district education officials and comprises three interrelated studies:

- Review of classroom assessment practices;
- Developing and piloting classroom assessment resources for improving learning; and
- Review of professional development programmes for improving teacher assessment skills.

The project will be piloted at the Intermediate Phase focusing on English (First Additional Language) and mathematics, and will involve learners, teachers, school principals and DoE officials from primary schools selected from one district in each of the four participating provinces. The assessment frameworks were developed from the National Curriculum Statements, and a database of grade 6 items were developed in order to determine learner performance against all assessment standards.

The field trials for this project will be completed by November 2008, while the pilot study will be conducted in selected schools in participating districts drawn from four provinces. The purpose of the pilot is to ascertain the effect of the new classroom assessment system on teaching practices and learner performance, and to identify financial and human resource implications for scaling up interventions that work.

The purpose of the pilot is to ascertain the effect of the new classroom assessment system on teaching practices and learner performance, and to identify financial and human resource implications for scaling up interventions that work.

Our users and funders

AIDS Foundation of South Africa	International Development Research Centre
Atlantic Philanthropies	International Labour Organization
Biotechnology Partnership and Development	KwaZulu-Natal Provincial Government
Centers for Disease Control and Prevention	Lesotho Highlands Development Authority
Centre for Development and Enterprise	Manufacturing, Engineering and Related Services Sector Education Training Authority
Centre for Education Policy Development	Metagora
Centre for the Study of Violence and Reconciliation	Mineworkers Development Agency
Charles Kendall and Partners Ltd – iSeluleko Consulting	National Advisory Council on Innovation
Charles Stewart Mott Foundation	National Development Agency
Children in Distress Network	National Heritage Council
Companies and Intellectual Property Registration Office	National Institute of Mental Health
Conference, Workshop & Cultural Initiative Fund	National Research Foundation
Conflict and Governance Facility	New Partnership for Africa's Development
Cooperation Framework on Innovation Systems between Finland and South Africa	Office of the Public Service Commission
Council for Scientific and Industrial Research	Open Africa
Deloitte Consulting	Pennsylvania State University
Department for International Development	Phuslisani Solutions
Department of Arts and Culture	Planning Initiative
Department of Economic Development	Provincial Planning and Development Commission
Department of Education	Royal Netherlands Embassy
Department of Health	Safety and Security Sector Education and Training Authority
Department of Justice and Constitutional Development	Shisaka Development Management Services
Department of Labour	Shuttleworth Foundation
Department of Land Affairs	Soul City
Department of Local Government and Traditional Affairs	South African Democracy Education Trust
Department of Provincial and Local Government	Southern Africa Trust
Department of Public Service and Administration	Spencer Foundation
Department of Science and Technology	Statistics South Africa
Department of Social Development	Swiss Agency for Development and Cooperation
Development Bank of Southern Africa	The Presidency
Eastern Cape Department of Health	Tibotec
Eastern Cape Socio-Economic Consultative Council	Turner & Townsend Management Solutions
eThekweni Municipality	UNESCO Institute for Statistics
European Union	United Nations Children's Fund
Film and Publication Board	United Nations Development Programme
Ford Foundation	University of Cape Town
Foundation for Human Rights	University of Connecticut
French Institute of South Africa	University of KwaZulu-Natal
Gauteng Department of Local Government	University of Oxford
Gauteng Provincial Government	University of Pretoria
Gauteng Provincial Legislature	University of the Western Cape
German Technical Cooperation	University of Toronto
Global Network of People living with HIV/AIDS	Urban Landmark
International Center for Research on Women	Western Cape Education Department
	Western Cape Provincial Government
	Western Cape Provincial Treasury
	World AIDS Campaign
	World Bank
	World Food Programme
	World Health Organization

HSRC internal seminars

24 April 2007 | Examining the migration-development nexus through a transnational lens: Migrants and the urban economy of Accra, Ghana | **Dr Lothar Smith**, assistant professor, Department of Human Geography, *Radboud University, The Netherlands*.

7 May 2007 | Sexual health: A contested development concept | **Professor Theo Sandfort**, *New York State Psychiatric Institute and Columbia University, New York, USA*.

29 May 2007 | Does drinking lead to unprotected sex? Evidence from a daily diary study among HIV-positive individuals in Cape Town, South Africa | **Dr Susan M. Kiene**, assistant professor of Medicine and Community Health, *Brown Medical School, Rhode Island, USA*.

5 June 2007 | African nationalism and democracy in South Africa. Do South Africans exist? | **Dr Ivor Chipkin**, chief research specialist, *HSRC*.

10 July 2007 | Bridging research and campaigning: World AIDS Campaign | **Mr Thomas Scalway**, Communications and Mobilisation Manager, and **Felicita Hikuam**, Global Programmes Manager, *World Aids Campaign*.

17 July 2007 | The Cyanide Valley: Modern lessons from mobility and research collaboration in 19th Century South Africa | **Dr Thomas E. Pogue**, research fellow, Institute for Economic Research on Innovation (IERI), *Tshwane University of Technology*.

25 July 2007 | South Africa in Africa: Capacity overstretch and the limits of a regional power | **Dr Peter Kagwanja**, research director, *HSRC*.

2 August 2007 | Irrationalism of US Policy in the Middle East | **Dr Azmi Bishara**, Palestinian intellectual and author, leading scholar on democracy in the Middle East, former Israeli Knesset member.

6 August 2007 | African politics, patriarchy, and gender struggles | **Professor Amina Mama**, chair: African Gender Institute, *University of Cape Town*, **Ms Mmatshilo Motsei**, author of *The Kanga and the Kangaroo Court*.

7 August 2007 | Water wars or water peace? Implications for Africa | **Dr Jaroslav Tir**, associate professor, Department of International Affairs, *University of Georgia, Athens, USA*.

24 August 2007 | How Israel envisions a Palestinian state for the Palestinians | **Dr Ghazi-Walid Falah**, Professor of Geography, *University of Akron, Ohio, USA*.

31 August 2007 | State-of-the-art learning research and the education of the poor: How to monitor and ensure learning outcomes early on? | **Ms Helen Abadzi**, senior evaluation officer at the *Independent Evaluation Group, World Bank*.

4 September 2007 | Spatial aspects of R&D in South Africa | **Mr Adlai Davids, Julien Rumbelow and Derek Davids**, *HSRC*.

10 September 2007 | Alcohol, public health and social welfare in South Africa | **Professor Isidore Obot**, Department of Behavioral Health Sciences, *Morgan State University, Baltimore, Maryland, USA*.

11 September 2007 | Globalising retail and its host economy impacts | **Dr Neil Wrigley**, Professor of Human Geography, School of Geography, *University of Southampton, England*.

3 October 2007 | Identity and cultural diversity in conflict resolution in Africa | **Dr Gerard Hagg and Dr James Muzondidya**, *HSRC*.

11 October 2007 | Practical and ethical problems of doing research in a multi-cultural society | **Dr Cecil G. Helman**, Professor of Medical Anthropology, Department of Human Sciences, *Brunel University, UK*.



16 October 2007 | How can we understand poverty and social exclusion, and how might we combat them? | **Dr Pete Alcock**, Professor of Social Policy and Administration and Head of the School of Social Sciences, *University of Birmingham, England*.

5 November 2007 | Intertwining romance and finance: Towards an economy of love, sex and materialism at Turfloop Campus, Limpopo. **Bjarke Oxlund**, research fellow, *University of Copenhagen, Denmark*.

9 November 2007 | Futures research and state of the futures indexing | **Jerome C. Glenn**, Director of the Global Millennium Project, **José Cordeiro**, international consultant and chair of the Venezuela Node of the Millennium Project, **Drr Geci Karuri-Sebina and David Hemson**, director, *HSRC*.

21 November 2007 | Institutions and technological intensities: Foreign and local automotive and electronics component firms in east and southeast Asia | **Dr Rajah Rasiah**, Professor of Technology and Innovation Policy, *University of Malaya, Malaysia*.

22 November 2007 | Leveraging the mobile phone and web to enhance research capabilities | **Mr Andi Friedman**, managing director, *Clyral*.

26 November 2007 | Scientific use and political benefits of innovation surveys: The German experience | **Dr Norbert Janz**, Professor of Economics, *Aachen University of Applied Sciences, Germany*.

30 November 2007 | World AIDS Day: Take the lead. Stop AIDS. Keep the promise | **Dr Olive Shisana**, *HSRC*, **Ms Evelina Tshabala** marathon runner and mountaineer, living with HIV, and **Mr Pholo Ramothwala**, *AIDS Law Project*.

5 December 2007 | The problem of combating human trafficking in the context of the 16 Days of Activism | **Hans-Petter Boe**, regional representative, *International Organisation of Migration*, **Patric Solomons**, **Molo Songololo**, Cape Town, **Dr Nolutho Diko**, *HSRC*, and **Director Liziwe Ntshinga**, *SAPS*.

29 January 2008. Is affirmative action a reflection of a sudden surge of Africanism in South Africa's political landscape? | **Dr Mcebisi Ndletyana**, *HSRC*.

19 February 2008 | Virtual networks and networking in Africa: Some lessons from SARP and ANSA-Africa | **Mr Richard Humphries**, *HSRC*.

6 March 2008 | HIV testing, and HIV status in South African MSM and WSW: Results from a community-based study | **Professor Theo Sandford**, *Columbia University, USA*.

10 March 2008 | The role of the media in a democracy | **Ms Claire McCaffery Griffin**, vice president for Education Programs at the *Bill of Rights Institute, USA*.

11 March 2008 | Citizen report cards – key to monitoring service delivery in SA | **Mr Craig Schwabe**, *HSRC*.

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Shaun Stuart of HSRC Press at an HSRC Press exhibitions.

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Annual financial statements

Introduction

The maintenance of accounting and other records, as well as an effective system of internal control, is the responsibility of the Council's CEO. In the opinion of the Council of the HSRC, this requirement has been complied with.

The preparation of Financial Statements that fairly present the state of affairs of the HSRC as at year-end and the operating results and cash flow information for the year is the responsibility of the Council of the HSRC. The Auditor-General is expected to report on the Annual Financial Statements. The HSRC's Annual Financial Statements are prepared on the basis of the accounting policies set out therein. These policies have been complied with on the basis consistent with those in prior years.

Approval of Annual Financial Statements and post-balance sheet events.

The Council of the HSRC approved the 2007/08 Annual Financial Statements set out on pages 95 to 191 on 31 May 2008. In the Council's opinion, the Annual Financial Statements fairly reflect the financial position of the HSRC at 31 March 2008 and the results of its operations for the period then ended. No material facts or circumstances have arisen between the date of the balance sheet and the date of approval, which affect the financial position of the HSRC as reflected in these Financial Statements.

The Council is of the opinion that the HSRC is financially sound and operates as a going concern, and it has formally documented the facts and assumptions used in its annual assessment of the organisation's status.



Professor GJ Gerwel
Chairperson: HSRC Council



Dr O Shisana
President and CEO

Pretoria
31 May 2008

Report of the Auditor-General to Parliament on the financial statements and performance information of the Human Sciences Research Council

for the year ended 31 March 2008

REPORT ON THE FINANCIAL STATEMENTS

Introduction

1. I have audited the accompanying financial statements of the Human Sciences Research Council which comprise the statement of financial position as at 31 March 2008, statement of financial performance, statement of changes in net assets and cash flow statement for the year then ended, and a summary of significant accounting policies and other explanatory notes, as set out on pages 153 to 191.

Responsibility of the accounting authority for the financial statements

2. The accounting authority is responsible for the preparation and fair presentation of these financial statements in accordance with the basis of accounting determined by the National Treasury as set out in accounting policy note 1.1 and in the manner required by the Public Finance Management Act, 1999 (Act No. 1 of 1999) (PFMA) and section 13 of the Human Sciences Research Act., 1968 (Act No. 23 of 1968). 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
 - making accounting estimates that are reasonable in the circumstances.

Responsibility of the Auditor-General

3. As required by section 188 of the Constitution of the Republic of South Africa, 1996 read with section 4 of the Public Audit Act, 2004 (Act No. 25 of 2004) (PAA) and section 13 of the Human Sciences Research Act. 1968 (Act no 23 of 1968) my responsibility is to express an opinion on these financial statements based on my audit.
4. I conducted my audit in accordance with the International Standards on Auditing and *General Notice 616 of 2008*, issued in *Government Gazette No 31057 of 15 May 2008*. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance on whether the financial statements are free from material misstatement.

5. 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.
6. An audit also includes evaluating the:
 - appropriateness of accounting policies used
 - reasonableness of accounting estimates made by management
 - overall presentation of the financial statements.
7. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Basis of accounting

8. The public entity's policy is to prepare financial statements on the basis of accounting determined by the National Treasury, as set out in accounting policy note 1.1.

Opinion

9. 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 2008 and its financial performance and cash flows for the year then ended, in accordance with the basis of accounting determined by the National Treasury, as set out in the accounting policy note 1.1 and in the manner required by the PFMA and section 13 of the Human Sciences Research Act., 1968.

OTHER MATTERS

Without qualifying my audit opinion, I draw attention to the following matter that relates to my responsibilities.

Matters of governance

10. The PFMA tasks the accounting authority with a number of responsibilities concerning financial and risk management and internal control. Fundamental to achieving this is the implementation of certain key governance responsibilities, which I have assessed as follows:

Matter of governance	YES	NO
Audit Committee		
• The Public entity had an audit committee in operation throughout the financial year.	✓	
• The audit committee operates in accordance with approved, written terms of reference.	✓	
• The audit committee substantially fulfilled its responsibilities for the year, as set out in section 77 of the PFMA and Treasury Regulation 271.8.	✓	
Internal audit		
• The public entity had an internal audit function in operation throughout the financial year.	✓	
• The internal audit function operates in terms of an approved internal audit plan.	✓	
• The internal audit function substantially fulfilled its responsibilities for the year, as set out in Treasury Regulation 272.	✓	
Other matters of governance		
• The annual financial statements were submitted for audit as per the legislated deadlines (section 55 of the PFMA for public entities).	✓	
• The financial statements submitted for audit were not subject to any material amendments resulting from the audit.		✓
• No significant difficulties were experienced during the audit concerning delays or the unavailability of expected information and/or the unavailability of senior management.	✓	
• The prior year's external audit recommendations have been substantially implemented.	✓	

OTHER REPORTING RESPONSIBILITIES

Report on performance information

11. I have audited the performance information as set out on pages 147 to 152.

Responsibility of the accounting authority for the performance information

12. The accounting authority has additional responsibilities as required by section 55(2)(a) of the PFMA to ensure that the annual report and audited financial statements fairly present the performance against predetermined objectives of the public entity.

Responsibility of the Auditor-General

13. I conducted my engagement in accordance with section 13 of the PAA read with *General Notice 616 of 2008*, issued in *Government Gazette No. 31057 of 15 May 2008*.

14. In terms of the foregoing, my engagement included performing procedures of an audit nature to obtain sufficient appropriate evidence about the performance information and related systems, processes and procedures. The procedures selected depend on the auditor's judgement.

Audit findings (performance information)

15. I believe that the evidence I have obtained is sufficient and appropriate to report that no significant findings have been identified as a result of my audit.

OTHER REPORTS

Investigations

16. The forensic audit that was conducted by internal audit in respect of payroll fraud has been finalised.

Appreciation

17. The assistance rendered by the staff of the Human Sciences Research Council during the audit is sincerely appreciated.

Auditor-General

Pretoria
31 July 2008



A U D I T O R - G E N E R A L

Council's report

For the period ending 31 March 2008

1. Mandate and objectives of the Human Sciences Research Council

The mandate of the Human Sciences Research Council (HSRC) is derived from the Human Sciences Research Act, 23 of 1968, as amended.

The objectives and functions of the Council, as presented in the Act, are to:

- undertake or cause to be undertaken research on behalf of the state or any person or authority;
- advise the Minister of Science and Technology with respect to the undertaking and promotion of social scientific research and its utilisation for the benefit of the country;
- effect co-ordination of research;
- co-operate with departments of state, institutions of higher education, training colleges, schools and other persons and authorities for the promotion and conduct of research;
- co-operate with persons and authorities in other countries conducting or promoting research in the human sciences; and
- publish or cause to be published the results of research.

The Act also mandates the HSRC to undertake contract research on any subject in the field of the human sciences and to charge fees for research conducted or services rendered.

The HSRC is a national public entity, listed in Schedule 3A of the Public Finance Management Act (PFMA), 1 of 1999, as amended. This classification is aligned with the public-purpose mandate of the HSRC.

During 2007, the Human Sciences Research Council Bill (16 of 2007) entered the legislative process in Parliament. The final HSRC Bill (16B-07), incorporating the Portfolio Committee on Science and Technology's amendments, was tabled and approved in Parliament on 13 September 2007. The purpose of the Bill is to repeal and substitute the Human Sciences Research Council Act, 23 of 1968, as amended, and thereby provide for the continued existence of the HSRC.

The Minister of Science and Technology, Mr Mosibudi Mangena, stated in his address to Parliament on 13 September 2007 that it was necessary to align the new HSRC Bill more closely with research and development strategies of the government of the Republic of South Africa, as well as with requirements as set out in the PFMA and more recent reports and protocols on corporate governance. This Bill, which was prepared by the Department of Science and Technology (DST) and informed by recommendations of the HSRC Institutional Review undertaken in 2003, provides the HSRC with a clear 'public purposes' research mandate to provide government and society with a better understanding of human and social behaviour, and identification of the factors which contribute to social, economic, political and cultural change. More specifically, and according to the objects of the HSRC listed in the 2007 Bill, the HSRC will be required to:

- initiate, foster and undertake strategic basic and applied research in human sciences, especially by means of projects linked to public sector oriented, collaborative programmes;
- gather, analyse and publish data, relevant to the development challenges in South Africa, elsewhere in Africa and the rest of the world;
- inform the effective making and monitoring of policy, and to evaluate the implementation of policy;
- stimulate public debate through the effective dissemination of fact-based results of research;
- help build the research capacity and infrastructure for the human sciences in South Africa and elsewhere in Africa;
- foster and support research collaborations, networks and institutional linkages within the human sciences research community;
- respond to the needs of vulnerable and marginalised groups in society by researching developmental problems, and thereby contribute to the improvement of the quality of their lives; and

1. Mandate and objectives of the Human Sciences Research Council continued

- develop and make publicly available new data sets to underpin research policy development and public discussion of key issues of development, and to develop new and improved methodologies for use in their development.

By 31 March 2008, the HSRC Bill had not yet been signed into effect by the President of the Republic of South Africa, and the original HSRC Act, 23 of 1968, as amended, remained in force. Section 5 of the Council's Report contains more recent information on developments after 31 March 2008.

2. Governance of the HSRC

2.1 The Council

Strictly speaking, 'the HSRC' or 'Council' refers to the group of up to ten people, including a chairperson, appointed for a period of four years by the Minister of Science and Technology. Appointees have distinguished themselves in the field of the human sciences or possess special qualifications in relation to some aspect of the functions of the Council. The Council appoints the President and chief executive officer (CEO) of the HSRC, on a five-year contract, and she or he serves as a further, *ex officio* member on the Council.

In terms of section 49 of the PFMA, the Council of the HSRC is the accounting authority of the organisation.

More colloquially, and in this report, 'the HSRC' is taken to refer to the wider organisation – including permanent and short-term employees working in various locations – and 'the Council' to the above-mentioned group of people, who are the governing body of the wider HSRC.

The Council receives its annual Parliamentary grant through, and also reports to, the DST. The Minister of Science and Technology is the executive authority of the HSRC, in terms of section 63 of the PFMA.

2.2 Members of the Council

Section 4(3) of the Human Sciences Research Act stipulates that 'members of the Council shall be persons who have distinguished themselves in the field of the human sciences or possess special qualifications in relation to some aspect of the functions of the Council'. In 2004 the Minister of Science and Technology appointed a new Council following due consultation and approval by the South African Cabinet. The four-year term of office of the new Council started on 1 November 2004 and ends on 31 October 2008.

The DST has already embarked on a process of inviting and shortlisting nominations for new Council members, to take office as of 1 November 2008. Some members of the current Council have indicated willingness to be re-appointed for a further term of office. To date, some 40 nominations have been received in response to a public invitation to nominate potential Council members.

Members of the Council during the 2007/08 period were:

Professor GJ Gerwel (Chair)

Ms N Gasa

Dr P Gobodo-Madikizela

Mr T Makwetu (until July 2007)

Professor WE Morrow

Mr ME Motala

Mrs P Ntombela-Nzimande

Mr SM Pityana

Mr MV Sisulu

Professor EC Webster

Dr O Shisana (*ex officio* as President and CEO of the HSRC)

With the exception of Dr Shisana who serves as an *ex officio* member in her capacity as President and CEO of the HSRC, all other members of the Council are deemed to be 'independent non-executive directors' of the HSRC, as defined for state-owned enterprises (SOEs) in the September 2002 Protocol on Corporate Governance in the Public Sector. A non-executive director is a person who has not been employed by the SOE in any executive capacity for the preceding three financial years; and is, in relation to the SOE, not a significant supplier or customer, has no significant contractual relationship and is not a professional advisor, other than in his capacity as a director.

There was no need for induction or formal continuous education in the case of Council members during the year under review.

The Council met on 24 May 2007, 23 August 2007, 22 November 2007 and 21 February 2008.

2.3 Responsibilities of the Council

2.3.1 General

The PFMA requires organisations funded with public money to formalise delegations from the accounting authority to appropriate senior managers in the organisation. In accordance with section 56 of the PFMA, Council approved written delegations to the CEO on 15 August 2002. These in turn provide the framework for delegations from the CEO to the executive directors (EDs), which were approved on 29 May 2003. The onward delegations from the EDs to directors and other senior levels of staff were approved on 20 May 2004. Delegations are updated on a regular basis to reflect changes in job designations and positions within the HSRC. The most recent version of the delegations was approved by Council on 21 February 2008.

2.3.2 Shareholder's Compact

Although this is not specifically required of governing bodies of public entities listed under schedule 3A of the PFMA, Cabinet recommended that the HSRC should also conclude a Shareholder's Compact with its executive authority. This Compact represents the agreement between the executive authority (Minister) and the accounting authority (Council) 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 and business plans for the forthcoming financial year. A framework for regular reporting and a schedule containing a list of supporting documents to be submitted to the DST are also included in the Compact.

The first Shareholder's Compact between the Council of the HSRC and the Minister of Science and Technology focused on the 2006/07 budget year, and was signed in May 2006. An updated Compact, to cover the 2007/08 budget year, was signed on 17 May 2007.

Council is satisfied that the HSRC complied with the requirements of implementing and managing the Shareholder's Compact. Regular monitoring of progress made against performance targets enabled its management to remain active in addressing potential problems throughout the year, thereby ensuring that any negative deviations would be kept to a minimum. Council appreciates the way in which the Minister and the DST proceeded to honour the undertakings made in the Shareholder's Compact by the executive authority.

2.3.3 Policy on governance standards for SETIs

A policy on governance standards for Science, Engineering and Technology Institutions (SETIs) was introduced by the DST during 2006/07. This policy calls for increased interactions between the executive authority and the accounting authority of a science council. To achieve this end a Chairpersons' Forum, a CEOs' Forum and a Chief Financial Officers' Forum were established. Meetings called by the DST were duly attended, and matters of common concern were identified to inform planning for future engagements.

2.3.4 Going concern status of the HSRC

On the basis of the 2007/08 Annual Financial Statements and information regarding the forthcoming financial year, the Council has every reason to believe that the HSRC will remain a going concern because:

- It continues to receive substantial Parliamentary grant funding. Its Parliamentary allocation for 2008/09 is R159,3 million (inclusive of VAT and an allocation towards infrastructure). According to current medium-term expenditure framework (MTEF) projections, this is set to decrease slightly to a total of R153,1 million (inclusive of VAT and an allocation towards infrastructure) for 2009/10. The projected MTEF allocation for 2009/10 is lower, at R153,1 million (inclusive of VAT), since no formal provision for an additional infrastructure allocation has yet been made for that year.
- In terms of funding for 2007/08, the HSRC has succeeded in raising a total amount of R264,3 million, the highest amount it has ever achieved. This amount was made up of income from the Parliamentary grant (baseline funding plus ring-fenced funding), and external income – notably external research income, from a range of external sources – to supplement funding from its Parliamentary grant.
- At 31 March 2008, the Statement of Financial Position of the HSRC shows that it had already secured R39,8 million as 'income received in advance'. This amount represents some 24% of its external target of R167 million, for the 2008/09 budget year. If other sources of funding, notably the Parliamentary grant allocation for 2008/09, are added to this amount, the total income secured to date is some R180 million, or 57% of the total income budget of R315 million for the year. The HSRC continues to receive rental income from the Department of Public Works (DoPW), for part of the Pretoria office building.
- The statement of financial position reflects total assets of the organisation at 31 March 2008 as R180,9 million. Total current assets, at R88,2 million, exceeded its current liabilities of R69,3 million. The current ratio is then 1:27, which means that the HSRC had R1,27 in current assets to cover every R1 in current liabilities.
- The HSRC has continued to manage its cash flow better by accelerating collection from trade and other receivables since 2007/08. In addition, the volume of trade and other receivables has remained constant from 2006/07 to 2007/08, indicating sustained external income.

More detailed financial information, including extensive notes, can be found in the audited Annual Financial Statements on pages 153 to 191.

2.4 Sub-committees

Up until May 2007, the Council had four sub-committees: an Executive Committee, a Human Resources and Remuneration Committee, a Research Committee, and an Audit and Finance Committee. During 2006/07 it was approved that the Audit and Finance Committee of Council would be divided into two committees, namely an Audit and Risk Committee and a Finance Committee. The Audit and Finance Committee held its last meeting as a combined committee on 22 May 2007. On 25 July 2007 the two newly constituted committees met for the first time as separate entities. Council therefore had five sub-committees as at 31 March 2008.

2.4.1 Executive Committee

The Executive Committee comprised the following members:

Professor GJ Gerwel (Chair)
Mr SM Pityana (Chair of the Audit Committee)
Mrs P Ntombela-Nzimande (Chair of the Finance Committee)
Dr P Gobodo-Madikizela (Chair of the Research Committee)
Dr O Shisana (President and CEO)

It was not necessary for the Executive Committee to meet during the year under review.

2.4.2 Human Resources and Remuneration Committee

The Human Resources and Remuneration Committee comprised the following members:

Professor GJ Gerwel (Chair)
Mr ME Motala
Mrs P Ntombela-Nzimande
Professor EC Webster
Dr O Shisana (President and CEO)

The Human Resources and Remuneration Committee met on 24 May 2007, 23 August 2007, 22 November 2007 and 21 February 2008.

2.4.3 Research Committee

The Research Committee comprised the following members:

Dr P Gobodo-Madikizela (Chair)
Professor GJ Gerwel
Ms N Gasa
Professor WE Morrow
Mr ME Motala
Mr SM Pityana
Mr MV Sisulu
Professor EC Webster
Dr O Shisana (President and CEO)

Mr Motala, in his capacity as Council member and member of the Research Committee, attended and contributed to the HSRC strategic planning Lekgotla on 13 and 14 November 2007. Members of the Research Committee also participated in the 2007 HSRC Research Conference, which was held from 27 to 28 September 2007.

The Research Committee met on 24 May 2007 and 17 September 2007.

2.4.4 Finance Committee

During 2007/08 the Finance Committee comprised one specialist external member, two members of the Council and two internal members.

The specialist member was:

Mr A Mashifane

The members of the Council on the Finance Committee were:

Mrs P Ntombela-Nzimande (Chair)
Dr O Shisana (President and CEO)

The Finance Committee held its inaugural meeting on 25 July 2007 and met again on 17 October 2007 and 7 February 2008.

2.4.5 Audit and Risk Committee

During 2007/08 the Audit and Risk Committee comprised three specialist external members and three members of the Council.

The specialist members were:

Mr RJ Page-Shipp
Ms R Xaba
Mr A Mashifane

The members of the Council on the Audit and Risk Committee were:

Mr SM Pityana (Chair)
Professor WE Morrow
Dr O Shisana (President and CEO)

The Audit and Risk Committee functions as the Audit Committee of the HSRC, in accordance with the PFMA and associated Treasury regulations. It also functions as the Risk Committee of the HSRC, which is reflected in its formal terms of reference (Audit and Risk Committee Charter), adopted on 22 February 2007 in accordance with the requirements of the King II Report. The Committee structures its activities and reporting according to a comprehensive planned schedule, with target dates. It reviews the following documents, and reports on them to the ensuing meetings of the Council:

- annual internal audit plan;
- external audit plan;
- periodic internal audit reports;
- going concern status of the organisation;
- quarterly compliance reports to the DST in terms of the PFMA;
- debtors reports; and
- the annual external audit report of the HSRC.

The Audit and Risk Committee submits a summary of its activities to the Council on a regular basis. It also submits a report of its work for inclusion in the HSRC Annual Report.

The Audit Committee met on 22 May 2007. The Audit and Risk Committee met on 25 July 2007, 15 November 2007 and 15 February 2008.

In addition to reviewing periodic internal audit reports and monitoring progress with the implementation of any recommendations for follow-up action that had been identified and approved, the Audit and Risk Committee is also responsible for monitoring the scope and effectiveness of the outsourced internal audit function.

2.5 Research Ethics Committee

The Council approved the establishment of a Research Ethics Committee (REC) in 2002. The mandate of the REC is to review all HSRC research proposals from the perspective of research ethics. The REC aims to promote a culture of ethical conduct and research integrity in the HSRC, and reports annually to the Council.

The REC began functioning in 2003 and successfully applied to the United States Office of Research Protections for Federalwide Assurance within its first year of operation. Its Institutional Review Board status (Federalwide Assurance FWA 00006347 posted at <http://ohrp.cit.nih.gov/search/asearch.asp>) remains valid.

The REC was reconstituted in November 2005 and its members appointed for a three-year term of office that will end on 31 October 2008. It has seven external members and 18 internal representatives from research units (in the case of research units with more than one representative, some members may attend on a rotation basis). Where necessary, the REC may recognise the authority of ethics committees at other institutions to approve proposals on behalf of the HSRC. Proposals that are submitted by researchers who are not affiliated with the HSRC may also be reviewed on request. In such instances, the ethical review is undertaken according to approved conditions, and a predetermined fee is payable.

In the financial year under review the REC met ten times and considered some 70 new project proposals and an additional three extensions. Of the new applications, 65 had been approved by May 2008, some following the incorporation of feedback from the REC and resubmission. All the applications for extension of studies were approved.

During 2007/08 the external REC members were:

- Professor Doug Wassenaar (Chairperson) – School of Psychology, University of KwaZulu-Natal, Pietermaritzburg
- Dr Mantoa Mokhachane (Vice-chairperson) – Chris Hani Baragwanath Hospital, Soweto
- Professor Peter Cleaton-Jones – Steve Biko Centre for Bioethics, University of the Witwatersrand
- Dr Jerome Singh – Centre for the AIDS Programme of Research in South Africa (CAPRISA), Doris Duke Medical Research Centre, Nelson R Mandela School of Medicine, University of KwaZulu-Natal, Durban
- Ms Ann Strode – Faculty of Law, University of KwaZulu-Natal, Pietermaritzburg
- Ms Anne Pope – Department of Private Law, University of Cape Town
- Dr Reidar Lie – Professor of Bioethics, NIH Department of Bioethics, University of Bergen, Norway

2.6 Council members' remuneration

Council members who are not HSRC staff members or government officials receive honoraria for the services they render to the Council in accordance with the relevant stipulation by the National Treasury.

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.

Where Council 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. These services include requests for a Council member to serve on interview panels for EDs of the HSRC, in accordance with an agreement reached with the union, the Public Service Association (PSA), in 1998.

More detail on the remuneration of Council members and executive management are provided in note 5 to the Annual Financial Statements, on page 166.

2.7 Council members' interest in contracts

No contracts involving Council members' interest were entered into in the year under review.

2.8 Losses, irregularities and other matters

Losses or irregularities are referred to in section 55(2)(b) of the PFMA, and defined in the Materiality Framework developed and agreed in terms of Treasury Regulation 28.1.5.

The Framework, adopted by the Council on 29 May 2003, contains details on fiduciary duties of the accounting authority in terms of section 50 of the PFMA, matters that must be reported in the Annual Report and Financial Statements (section 55) and information to be submitted to the accounting authority (section 54). In terms of section 55, the following are specified as matters that must be reported on in the Annual Report and Financial Statements:

- (i) any material losses through criminal conduct and any irregular expenditure and fruitless and wasteful expenditure that occurred during the financial year;
- (ii) any criminal or disciplinary steps taken as a consequence of such losses or irregular expenditure or fruitless and wasteful expenditure;
- (iii) any losses recovered or written off;
- (iv) any financial assistance received from the state and commitments made by the state on its behalf; and
- (v) any other matters that may be prescribed.

Further to (i), above, 'materiality' is defined as follows: In terms of losses through criminal conduct, any identified loss should be reported. Losses through irregular, fruitless, and/or wasteful expenditure should be reported if the combined total exceeds the planning materiality figure used for the year under review, in this case R705 000, or 0,25% of the budgeted income of R282 million for 2007/08.

For 2007/08, there are no such instances of losses or irregularities to report.

2.9 Judicial proceedings filed during the year

During 2006/07, the state commenced the prosecution on four counts of fraud of a former employee who was dismissed in 2004/05. The case is still underway.

During 2007/08, charges were laid against the payroll officer who had been dismissed in March 2007. A decision on further action on the case is awaited from the National Prosecuting Authority (NPA).

2.10 Strategic risk management

Under the guidance of the Audit Committee, a first strategic assessment of the HSRC's risk areas was conducted in 2001/02. The internal audit service provider assisted the HSRC during 2005/06 in identifying and prioritising strategic risks, and developing a structured plan for implementing effective and ongoing risk management in the organisation. The Council approved the resultant risk policy framework for the HSRC at its meeting on 9 February 2006, as recommended by the Audit Committee. Prioritised risks were identified in 2006/07. Plans to deal with each of these risks were subsequently developed, and also informed the internal audit plan for 2007/08.

In accordance with the requirements of the PFMA, a high-level fraud prevention plan, with an associated implementation framework, was approved by the Council in May 2005. This plan continued to be put into operation by the HSRC. During 2006/07, the internal audit service provider of the HSRC was requested to develop a more detailed action plan with time-frames, to put into operation the Council-approved fraud prevention plan. The comprehensive fraud prevention strategy, including a detailed implementation action plan, was approved by Council in May 2007.

The day-to-day supervision of risk management in the HSRC is the task of the chief risk officer (CRO). Since the formal establishment of the risk management function early in 2006, the chief operating officer/chief financial officer (COO/CFO) has acted as CRO. As of July 2007, the roles of COO and CFO were separated, and an ED: Finance appointed. A risk and compliance officer (RCO), reporting to the ED: Finance, was subsequently appointed to ensure the appropriate roll-out and ongoing review of the risk and fraud prevention strategies of the HSRC.

During 2006/07, Council approved a revised Code of Business Ethics plus a framework for the related register of interests for the HSRC. The newly appointed RCO in the HSRC was entrusted with the implementation and regular updating of the register of interests.

2.11 Review of the HSRC

2.11.1 The 2003 Institutional Review

The report of the 1997/98 System-wide Review of science councils and national research facilities in the country recommended that institutional reviews be undertaken on a five-yearly cycle to evaluate progress and implementation of earlier recommendations. During 2003/04 the DST entrusted to the Council the responsibility of providing terms of reference for and to oversee the process of an independent institutional review of the HSRC. The duly appointed Institutional Review Panel submitted their report to the Council in November 2003, following which the report was published and widely distributed for public comment.

The recommendations of the Institutional Review Panel, and the Council's response to these recommendations, fed into subsequent strategic planning processes of the HSRC. More specifically, the strategy implemented since 2005 provided a vehicle for integrating and operationalising recommendations of the 2003 Panel throughout the HSRC. Table 1 illustrates the extent to which recommendations made in 2003 Panel were addressed and institutionalised in the HSRC, also by means of its annual Business Plan and performance targets arranged according to the acronym PAITECS (Public purpose, Africa focus, Implementation networking, Transformation, Excellence, Capacity building, Sustainability).

Table 1: Progress made with the implementation of recommendations of the 2003 Institutional Review Panel

High-level recommendation	Strategic priority under PAITECS	2007/08 Business Plan objective
Engaging with stakeholders on the role and public purpose of the HSRC, towards incorporating these in a new Act	<ul style="list-style-type: none"> Public purpose 	<ul style="list-style-type: none"> To consolidate and strengthen the public-purpose research activities of the HSRC
Institutionalising and systematising the numerous collaborations with research partners, especially in higher education institutions	<ul style="list-style-type: none"> Public purpose Africa focus Implementation networking Capacity building 	<ul style="list-style-type: none"> To contribute to prioritised policy issues of national importance through the introduction of a cross-cutting policy unit
Further extending outreach into the rest of Africa through projects and organisational partnerships, under the New Partnership for Africa's Development (Nepad) rubric	<ul style="list-style-type: none"> Africa focus Transformation 	<ul style="list-style-type: none"> To strengthen research collaboration and network activities in partnership with institutions and individuals in other parts of Africa
Deepening and widening transformation in the organisation and its research activities, taking into account gender, disability and race and marginalised communities and individuals	<ul style="list-style-type: none"> Public purpose Implementation networking Transformation Excellence Capacity building 	<ul style="list-style-type: none"> To increase the relevance, utilisation and potential impact of human and social science research by means of implementation networks

Table 1: Progress made with the implementation of recommendations of the 2003 Institutional Review Panel continued

High-level recommendation	Strategic priority under PAITECS	2007/08 Business Plan objective
		<ul style="list-style-type: none"> To contribute to human capital development in the human and social sciences through the consolidation and expansion of research internship and fellowship programmes To accelerate transformation in the HSRC, with particular reference to African representation in senior research and management positions
Improving management information systems, updating policies and procedures, and providing support to staff in relation to external earnings pressures	<ul style="list-style-type: none"> Public purpose Capacity building Sustainability 	<ul style="list-style-type: none"> To retain and empower critical staff and skills in the HSRC To ensure the financial sustainability of the HSRC
Addressing issues of data preservation, intellectual property and information-sharing	<ul style="list-style-type: none"> Public purpose Implementation networking Excellence Capacity building 	<ul style="list-style-type: none"> To confirm the excellence of research work by emphasising peer-reviewed publications of scholarly articles by senior as well as emerging researchers

Section 1 of the Council's Report refers to progress made with the promulgation of a new HSRC Act. The objects of the HSRC, as reflected in HSRC Bill, 16 of 2007, are closely aligned with the public-purpose objectives identified by the 2003 Review Panel. Other recommendations of the 2003 Review Panel also informed elements of the HSRC Bill, for instance the proposed composition of the governing body or board of the HSRC.

During 2006/07 and 2007/08, the HSRC embarked on the review of research units, in preparation for the next institution-wide review, which is expected to take place in 2009.

2.11.2 External review of research programmes in the HSRC

One of the undertakings listed in the Shareholder's Compact between the HSRC Council and its executive authority, the Minister of Science and Technology, is that the HSRC will ensure independent evaluations of projects, programmes or units within the institution and will make such results available to the executive authority. Council approved guidelines for such programme or unit reviews during 2006/07, and agreed that the purpose of these reviews would be to:

- provide an opportunity for the restatement of research programme mandates and objectives;
- take stock of congruence with, and progress towards those objectives;
- assess the relevance and effectiveness of the programmes;
- assess the impact of the programme on public policy and the community, and stakeholder perceptions of the programme outputs;
- evaluate the scientific rigour of the programme as measured by peer-reviewed publications output;

- test alignment with HSRC objectives and priorities such as transformation, gender equity and capacity building; and
- assess capacity to mobilise external resources.

Each external programme review would consist of two parts, namely programme self-evaluation and review by a panel of experts relevant to the programme in question. Such reviews were to be conducted every five years, unless special circumstances within a programme or the HSRC would require an earlier review. It was further agreed to adopt a staggered approach in respect of scheduling the reviews of programmes and units.

The HSRC's Child, Youth, Family and Social Development (CYFSD) research programme was the first to be evaluated in this way, and its review took place in February 2007. The report of the CYFSD review panel acknowledged the achievements of the programme over the past five years, but also identified five main issues that would require further consideration. These issues included:

- Sustainability of the programme as an organisational unit, and the need for succession planning;
- Financial sustainability, given the dominance of external funding for research projects;
- The excellent opportunities for capacity development and PhD training in the unit, and recommendation that these be expanded even more;
- The need to find ways to measure community impact of excellent research initiatives; and
- Feedback received from certain stakeholders regarding affordability of services and access to data.

The report of the Review Panel was discussed by the executive management team of the HSRC on 30 July 2007. Appropriate actions aimed at addressing the issues were identified; many of which had already been implemented by August 2007. Examples of such actions include the introduction of a more equitable approach to the allocation of baseline funds to research units as of 2007/08, the approval of a post-retirement retention policy, the creation of the position of deputy executive director, the strengthening of a central capacity development unit with support of ring-fenced funding, and specific attention given to data curation and access to research data within the HSRC. Council discussed and adopted the report at its meeting of 23 August 2007, and also approved that the report be made available to the Minister and Department of Science and Technology, in accordance with the requirements of the Shareholder's Compact.

Democracy and Governance (D&G) was the second of the HSRC's units to be evaluated as part of the five-year review process. The D&G review took place between 21 and 25 January 2008. The review panel consisted of:

- Ms Judith February, IDASA
- Professor Amanda Gouws, University of Stellenbosch
- Professor Patrick Heller, Brown University
- Professor Dan Ncayiyana (Chair).

Professor Adebajo Olukoshi of the Council for the Development of Social Science Research in Africa (CODESRIA) was nominated to serve on the panel as an international expert from the African continent, but unfortunately could not participate in the review.

The Social Aspects of HIV/AIDS and Health (SAHA) research programme was the third programme to undergo an external review, from 11 to 15 February 2008. The Review Panel consisted of Professor Dan Ncayiyana (Chair) and four experts, two local and two international, of whom one was from the African continent:

- Professor A Oguh, Bukuru, Nigeria
- Professor B Oldenburg, Australia
- Professor S Abdool-Karim, University of KwaZulu-Natal
- Professor T Mayekiso, Nelson Mandela Metropolitan University.

2.11.2 External review of research programmes in the HSRC continued

The reports of these two programme reviews, once available, will be discussed by the executive management team following which they will be submitted to Council for consideration and adoption. Council will also approve the release of these reports to the Minister and Department of Science and Technology.

It is expected that the Education, Science and Skills Development (ESSD) research programme and the Knowledge Systems (KS) cross-cutting unit will be reviewed during 2008/09.

2.12 Self-assessment of performance

The Protocol on Corporate Governance was developed for public entities such as SOEs and national government business enterprises, to ensure adherence to requirements outlined in the King II Report. As a national public entity, the HSRC is not formally bound by all the provisions of the Protocol, but nevertheless strives to adhere to the principles outlined in it. In terms of the Protocol, governing bodies should conduct regular self-assessments of their performance.

The HSRC Council did not conduct a formal self-assessment of its performance during 2007/08. However, the information contained in section 2 of the Council's Report provides evidence of the fact that Council does reflect on its performance in accordance with the typical sets of questions contained in self-assessment instruments for boards of directors of public companies, namely:

- composition of the Council;
- Council sub-committees;
- meetings of the Council;
- Council mandate;
- orientation and continuing education of Council members;
- code of business conduct and ethics;
- nomination and selection of Council members;
- compensation of Council members; and
- assessment of Council performance.

The Minister of Science and Technology is mandated to select and appoint members of the HSRC Council on a four-year term of office, following a broad consultative process. Any formal review of the size, mix of skills, expertise and experience in relation to the effective, efficient and accountable functioning of the Council thus needs to be undertaken in the context of the relevant legislation. Council is satisfied with its overall performance during 2007/08, as well as with the performance of each individual member of Council.

In addition, Council reports on a regular basis on the overall performance of the HSRC against performance objectives and targets, using key performance indicators developed for this purpose. Section 6 of the Council's Report contains an overview of such performance during 2007/08. Council will continue to report on performance against such objectives and targets in terms of the Shareholder's Compact entered into with the Minister of Science and Technology.

Although performance against such predetermined targets can be regarded as indicative of institutional performance, Council wishes to place on record that such performance measures provide but one perspective on the extent to which an organisation such as the HSRC, under the auspices of its Council, has responded to its public-purpose mandate. This full Council's Report for 2007/08 should therefore be regarded as further evidence of reflection on the performance of the HSRC Council during the year under review.

Council has played a crucial role in overseeing the ongoing transformation of the HSRC, with particular reference to strategic interventions made by CEOs in 2000/01 and 2005/06. In addition to engaging

with strategic issues during quarterly meetings of the Council and its sub-committees, Council members also attend important strategic planning meetings of the HSRC, for instance the annual HSRC Research Conference and strategic planning Lekgotla.

Examples of major contributions made by the HSRC Council during 2007/08 include:

- Signing of the Shareholder's Compact between the HSRC Council and Minister of Science and Technology;
- Approval of the three-year strategic plan for 2007/08 to 2009/10 and the 2007/08 Business Plan, both of which are building on the new strategic direction embarked upon in 2005/06;
- Monitoring of HSRC progress against stated objectives in the 2007/08 Business Plan;
- Regular engagement, as part of the quarterly meeting schedule, with the research agendas of research programmes and cross-cutting units;
- The identification and approval of several new policies and procedures, particularly in relation to information technology (IT) and revisions to the human resources (HR) policies; and
- Participation in meetings of the Research Ethics Committee, particularly to reflect on implications of the new Ten-year Plan for Innovation and the grand challenge of human and social dynamics included in the Plan.

Matters that are expected to remain high on the agenda of the HSRC Council and management team include:

- Responding to opportunities to mainstream – also in the national, regional, continental and international research agendas – research on human and social dynamics that will support planning and interventions aimed at sustainable development, poverty reduction and improving the quality of life. In particular, to pay attention to the need to prioritise research on the grand challenge of human and social dynamics in the context of the national Ten-year Plan on Innovation;
- Pro-active engagement with the implications of a new HSRC Act and amended PFMA on the functioning of the accounting authority (Council or board) of the HSRC, to facilitate appropriate responses once such new Acts have come into operation;
- Finding appropriate structures and approaches to maintain focused attention on the role and position of humanities research in the HSRC, and to accommodate emerging research issues of concern, such as violent crime, in the research agenda of the organisation;
- Active involvement in conducting and co-ordinating research, while developing new models of research collaboration in consultation with higher education institutions and other role-players in South Africa, other parts of Africa and abroad;
- Meaningful contributions to research capacity development at both individual and institutional level;
- Transformation and empowerment of the workforce at all levels, so that disparities associated with race, gender and disability are eradicated;
- Identifying and managing risks that could potentially affect the sustainability and reputation of the organisation;
- Ongoing commitment to improving the quality and impact of the research of the HSRC;
- Continued engagement on how to assess the quality of book publications for possible inclusion in the indicator reflecting research excellence; and
- Finding and channelling the resources – human, capital and institutional – to achieve organisational objectives and meet national needs in a systematic and sustainable way.

These challenges have been put into operation in terms of strategic objectives for the HSRC, as outlined in its three-year strategic plan for 2008/09 and beyond, and in its 2008/09 Business Plan, and will receive ongoing attention in dedicated meetings of Council or its sub-committees.

The 2008/09 budget year is also expected to involve a 'change of guard', in the sense that the term of office of the current Council members will expire on 31 October 2008. The new Council or board is expected to oversee important processes in the HSRC, including plans to ensure appropriate alignment with requirements of the new HSRC Act, and preparations for the next Institutional Review of the HSRC, which is expected to take place in 2009 and will be planned in accordance with guidance received from the DST.

2.13 Appreciation

The Council wishes to express its appreciation to Dr O Shisana, the President and CEO, for the way in which she is positioning the HSRC as a relevant, non-partisan, accountable and excellent, world-class research organisation that is dedicated to serve the research needs of the country and the broader development region, in collaboration with relevant research and development partners. With the support of her executive management team, she has embarked on a process of consolidation and further transformation within the HSRC to ensure institutional alignment with strategic objectives of the organisation, its shared vision and values, and the public-purpose mandate it serves.

The professional and critical support from the Department and Ministry of Science and Technology is highly valued. The engagement of members of the Portfolio Committee on Science and Technology, as well as other structures of legislative bodies with issues relevant to the work of the HSRC, is appreciated.

The effective and efficient functioning of the Council and its sub-committees is highly dependent on the quality of services rendered by its secretariat. The highly competent and dedicated support from the Council secretariat, as well as from related management and support structures in the HSRC, are gratefully acknowledged.

3. Organisational developments

3.1 Vision, strategic direction and priorities: PAITECS

The vision of the HSRC is as follows:

The HSRC intends to become a human and social sciences research council serving as a knowledge hub where public policy and discourse on current and future challenges for South Africa and the African continent are independently researched, analysed and informed, and where research-based solutions to human and social problems are developed.

Section 2.11, above, provides a summary of the main business objectives introduced in the three-year strategic plan for 2007/08 to 2009/10 and in the 2007/08 Business Plan. These business objectives, closely aligned with the recommendations of the 2003 Institutional Review Panel, aim to concretise the strategic plan of the HSRC.

The HSRC subsequently identified a number of strategy-critical or 'sentinel' performance indicators to be linked with key performance areas, to be associated with each of the major business objectives of the organisation. These were summarised and arranged under headings that formed the acronym PAITECS. The strategic business objectives map onto sentinel PAITECS indicators, as follows:

Table 2: HSRC business objectives and PAITECS indicators

	Performance area	Strategic business objective	Indicator
P	Public purpose	To consolidate and strengthen public-purpose research activities of the HSRC To contribute to prioritised policy issues of national importance through the introduction of a cross-cutting policy unit	Percentage of all research projects that are conducted for the benefit of the public
A	Africa focus	To strengthen research collaboration and network activities in partnership with institutions and individuals in other parts of Africa	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 Number of visiting research fellows from elsewhere in Africa at the HSRC
I	Implementation networking	To increase the relevance, utilisation and potential impact of human and social science research by means of implementation networks	Percentage of large research projects with implementation networks
T	Transformation	To accelerate transformation in the HSRC, with particular reference to African representation in senior research and management positions To retain and empower critical staff and skills in the HSRC	Percentage of all researchers at senior level (SRS and above) who are African Percentage of all researchers at senior level (SRS and above) who are coloured Percentage of all researchers at senior level (SRS and above) who are Indian Percentage of all researchers at senior level (SRS and above) who are white Attrition rate of permanent staff Percentage of staff trained in gender sensitivity

Table 2: HSRC business objectives and PAITECS indicators continued

	Performance area	Strategic business objective	Indicator
E	Excellence	To confirm the excellence of research work by emphasising peer-reviewed publications of scholarly articles by senior as well as emerging researchers	Peer-reviewed publications in an internationally accredited scientific journal, per senior researcher (SRS and above) Peer-reviewed publications in a scientific journal per researcher, RS or lower
C	Capacity building	To contribute to human capital development in the human and social sciences through the consolidation and expansion of research internships and fellowship programmes	Number of interns (research trainees) enrolled in a Master's programme Number of interns (research trainees) enrolled in a PhD programme Number of post-doctoral fellowships (research associates)
S	Sustainability	To ensure the financial sustainability of the HSRC	Percentage of grants that are extra-Parliamentary Percentage of all grants that are multi-year (at least three years)

Specific performance targets were set in relation to each of the sentinel performance indicators, and the extent to which these and other organisational performance targets have been met by the end of 2007/08, is reported on in section 6. Section 3.3, provides an overview of how the strategic business objectives were operationalised and implemented during 2007/08.

3.2 Organisational structure

At 31 March 2008, the structure of the HSRC reflected the following:

- Five integrated research programmes (RPs), laying the foundation for HSRC work in undertaking, promoting and co-ordinating research in various problem-oriented research areas in the social sciences and the humanities. Through these programmes, the HSRC now provides single points of entry, with a critical mass of researchers for inter-disciplinary, problem-oriented research in these areas;
- Seven cross-cutting units, intended to help mobilise and co-ordinate the resources, knowledge and support required to address national and institutional priorities; and
- Thirteen functions in Support Services and the Office of the CEO, to help ensure that the organisational needs with relation to infrastructure, research capacity, stakeholder relations, sustainability, accountability and governance are met.

Minor changes were introduced to the organisational structure in the course of the year, as a result of the following:

- The functions of CFO and COO were separated. Two ED positions – one for Finance, and one for Operations – were accordingly filled, and reporting lines for support units re-arranged;
- A separate support unit for risk and compliance was established, to report to the ED: Finance; and

- A re-alignment of reporting lines between some of the cross-cutting units after acting management positions had been filled.

Figure 1: Organisational structure of the HSRC, 31 March 2008

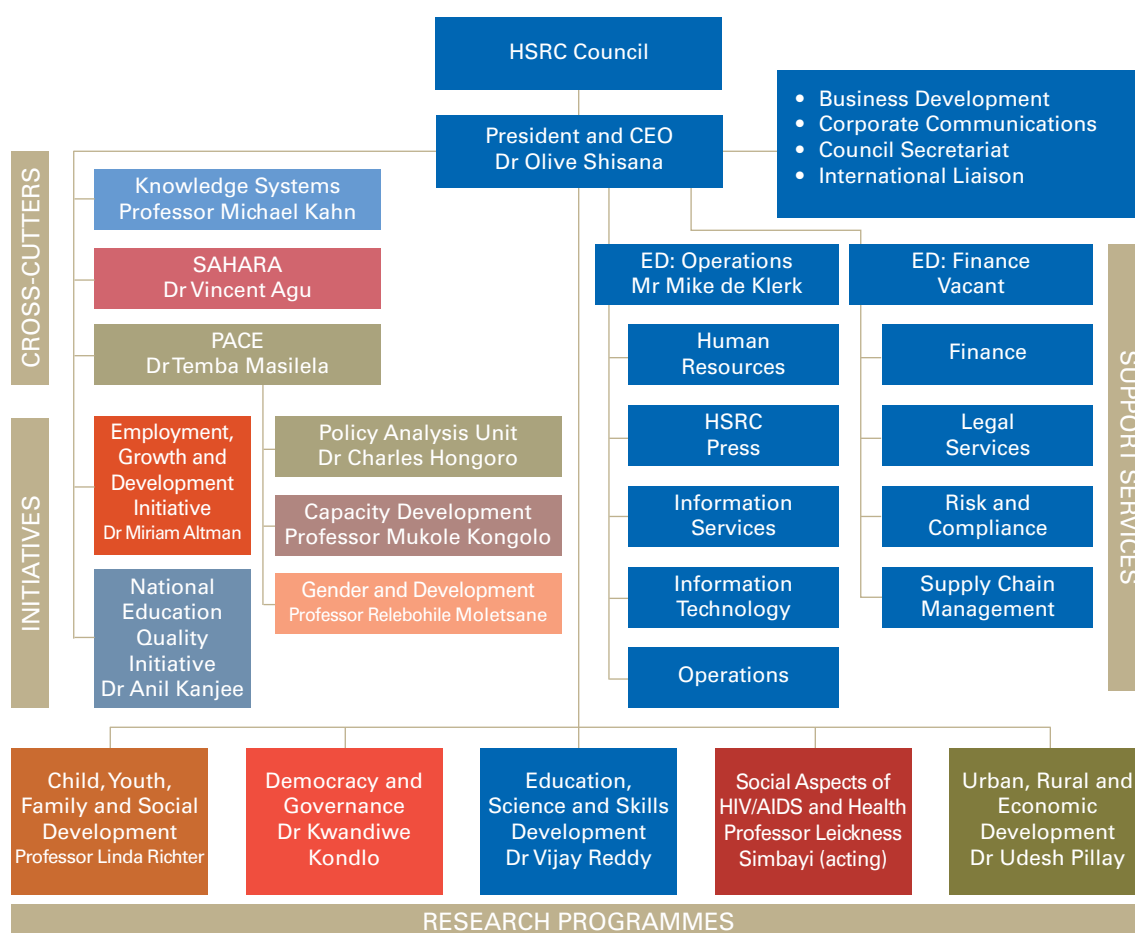


Table 3: Research programmes and cross-cutters at 31 March 2008

Five integrated research programmes:

Name of programme	Acronym	Executive director	Headed from
• Child, Youth, Family and Social Development	CYFSD	Professor Linda Richter	Durban
• Democracy and Governance	D&G	Dr Kwandiwe Kondlo	Pretoria
• Education, Science and Skills Development	ESSD	Dr Vijay Reddy	Durban
• Social Aspects of HIV/AIDS and Health	SAHA	Professor Leickness Simbayi (acting)	Cape Town
• Urban, Rural and Economic Development	URED	Dr Udesch Pillay	Pretoria

Table 3: Research programmes and cross-cutters at 31 March 2008 continued

Seven cross-cutting units:

Name of unit	Acronym	Executive director / head	Headed from
<ul style="list-style-type: none"> • Policy Analysis and Capacity Enhancement, forming the organisational home to three cross-cutting units <ul style="list-style-type: none"> - Policy Analysis Unit - Capacity Development - Gender and Development 	PACE	Dr Temba Masilela, also the ED to PAU, CD and GD	Pretoria
<ul style="list-style-type: none"> - Policy Analysis Unit 	PAU	Dr Charles Hongoro	Pretoria
<ul style="list-style-type: none"> - Capacity Development 	CD	Professor Mukole Kongolo	Pretoria
<ul style="list-style-type: none"> - Gender and Development 	GD	Professor Relebohile Moletsane	Durban
<ul style="list-style-type: none"> • Social Aspects of HIV/AIDS Research Alliance 	SAHARA	Dr Vincent Agu	Cape Town
<ul style="list-style-type: none"> • Knowledge Systems 	KS	Professor Michael Kahn	Cape Town

Two national initiatives:

<ul style="list-style-type: none"> • National Education Quality Initiative 	NEQI	Dr Anil Kanjee	Pretoria
<ul style="list-style-type: none"> • Employment, Growth and Development Initiative 	EGDI	Dr Miriam Altman	Pretoria

More information on activities and achievements of research programmes and cross-cutting units is provided below, as well as elsewhere in the HSRC Annual Report.

3.3 Progress made with the implementation of the 2007/08 Business Plan

Council received and reviewed quarterly reports providing an overview of organisational developments that had specific relevance to the nine strategic business objectives listed in the 2007/08 Business Plan. These reports were also included with the quarterly financial and performance reports submitted to the Minister and Department of Science and Technology, in accordance with Treasury regulations and requirements of the Shareholder's Compact.

The following provides a high-level overview of progress made in relation to each of the strategic business objectives during 2007/08:

3.3.1 To consolidate and strengthen public-purpose research activities of the HSRC

Performance indicators:

See section 6 for a consolidated report on performance against quantified indicators during 2007/08. The relevant PAITECS indicator to measure quantifiable performance in this regard was:

- Percentage of all research projects that are conducted for the benefit of the public (Indicator 1, Table 8, in section 6).

Planned activities to support progress in relation to strategic business objective:

Activity	Progress made during reporting period
<p>Contribute to the consultative and legislative process leading to the promulgation of the new HSRC Act</p>	<p>Achieved:</p> <p>The process was led by the DST. The HSRC was represented at public hearings and meetings of the Portfolio Committee on Science and Technology. The Minister of Science and Technology introduced the HSRC Bill (B-16) in Parliament on 13 September 2007, where it was approved. By 31 March 2008, the Bill had been submitted to be signed into an Act by the President of South Africa. (See also section 5: Events between the financial year-end and the publication of the Council's Report.)</p>
<p>Prioritise research dealing with issues of national importance, including:</p> <ul style="list-style-type: none"> • Poverty reduction; • Service delivery; • HIV/AIDS; • Education quality; • Employment and growth; • Social and political transformation; and • R&D strategy support by assigning research programmes or cross-cutting units as 'champions' or co-ordinators for these themes 	<p>Achieved:</p> <ul style="list-style-type: none"> • Poverty reduction <ul style="list-style-type: none"> URED served as 'champion', while key contributions were also made by EGDI, KS (GIS) and CYFSD. Examples of important contributions include: <ul style="list-style-type: none"> o Co-ordinating the HSRC's 'Homelessness' project with internal and external collaborators; o Collaborating with the Council for Scientific and Industrial Research (CSIR) on the DST-funded Integrated Planning, Development and Modelling (IPDM) project, developing a new method of identifying settlement types in order to speed up and improve targeting for housing and service delivery to the poor (see also: Service delivery below); o Completing a guideline for implementing a Food Insecurity and Vulnerability Information Management Systems (FIVIMS) in South Africa; and o Research-based work on social grants, including disability grants, child-care grants and the possibility of youth grants. • Service delivery <ul style="list-style-type: none"> URED served as 'champion', while key contributions were also made by EGDI, KS (SES, GIS) and PAU. Examples of important contributions include: <ul style="list-style-type: none"> o Embarking (with support from the Southern Africa Trust) on a four-country study titled 'Measuring Service Delivery'; o Completing a study on 'Evaluation of Value for Money in Public Sector Delivery', for the Public Service Commission; o Work in the IPDM project: See Poverty reduction above; and o Development of Citizen Report Cards (CRCs) in municipalities, to help identify geographic areas where there are a lack of services, as well as the priority needs for services of communities (supported by the World Bank). • HIV and AIDS <ul style="list-style-type: none"> SAHA served as 'champion', while key contributions were also made by CYFSD, SAHARA and GD. Examples of important contributions include: <ul style="list-style-type: none"> o Considerable work in the field of HIV and AIDS with funding and technical support from the Centers for Disease Control and Prevention (USA);

Activity	Progress made during reporting period
	<ul style="list-style-type: none">o Preparatory studies for the 2008 population-based survey, which is now officially recognised as one of the sources on data to evaluate the implementation of the NSP;o Work on the prevalence of HIV and risk behaviour among men having sex with men (MSM) in South Africa;o Large-scale randomised trial intervention projects dealing with vulnerable children, young people, families and communities, with financial support from the National Institutes of Health (NIH), USA; ando Collaborative projects providing cross-continental perspectives on the social aspects of HIV/AIDS. <ul style="list-style-type: none">• Education quality NEQI served as 'champion' while key contributions were also made by ESSD and PACE (PAU, CD, GD). Examples of important contributions include:<ul style="list-style-type: none">o Managing a multi-year national Literacy and Numeracy Project (LNP) undertaken by a consortium of South African research and policy institutions, funded by the Royal Netherlands Embassy, and supported by the national Department of Education (DoE);o Involvement in several projects aimed at identifying and assessing approaches to improve the quality of learning and teaching practices, such as the National Assessment of Learner Achievement (NALA), the National Indicator Framework (NIF) study and the Classroom Assessment Resources for Learning Improvement (CARLI) projects; ando Work in a DST-funded study to assess the impact of gender equity policies and interventions on South African High Schools Teachers' Commitment and attitude towards gender equity in science and mathematics education.• Employment and growth EGDI served as 'champion', while key contributions were also made by ESSD and URED. Examples of important contributions include:<ul style="list-style-type: none">o Co-ordinating the Employment Scenarios project that draws together a high level network of decision-makers to consider how the AsgiSA and MDG targets of halving unemployment and poverty could be met by 2014;o Involving key international role-players such as the International Labour Organization (ILO), African Economic Research Consortium (AERC) and the Consumer Unity and Trust Society (CUTS) in preparation of a web-based service that will support communities of practice in employment policy; ando Research-based policy recommendations on large-scale roll-outs of Early Childhood Development (ECD) programmes, as well as for the implementation of the Expanded Public Works Programme in the ECD arena.• Social and political transformation D&G served as 'champion', while key contributions were also made by KS (SES) and CYFSD. Examples of important contributions include:

Activity	Progress made during reporting period
	<ul style="list-style-type: none"> o Projects looking at women's rights in rural areas; o Projects focusing on migration, media, gender, social cohesion, citizenship and academic transformation; and o Longitudinal studies enabling the tracking of trends over time, including the South African Social Attitudes Survey (SASAS), and the GCIS Tracker study of public perceptions of government departments and agencies such as the South African Revenue Service (SARS), the Department of Health (DoH), DoPW and DoHA. • R&D strategy support <ul style="list-style-type: none"> KS Centre for Science, Technology and Innovation Indicators (CeSTII) served as 'champion', while key contributions were also made by ESSD and PACE (notably PAU and GD). Examples of important contributions include: <ul style="list-style-type: none"> o Playing an essential role in supporting the Organisation for Economic Cooperation and Development (OECD) Review of South Africa's Innovation Policy; o Providing assistance, on request from the DST, in evaluating the relevance and consistency of the indicators and targets for the Ten-year Plan: 'Innovation toward the Knowledge-based Economy'; o The detailed reports on both the 2005/06 Research & Development (R&D) Survey and Innovation Survey 2005 – now in the public domain – serving as important contributions to shaping R&D strategy. Examples of the contribution made by these surveys include the development of a business plan for the Technology Innovation Agency (TIA) and the recent OECD Study on the City of Cape Town as a growth node; and o Research on Women in Industrial Science, Engineering and Technology in Science.

Provide an 'incubation' opportunity to establish research thrusts in the following areas:

- Youth;
- Crime, corruption and social fabric;
- 'Futures' research; and
- Climate change by providing seed funding or linkages to initiatives of the Policy Analysis Unit

Achieved:

- Youth
 - o The Youth Policy Initiative (YPI) is an 18-month joint collaboration between the PAU and CYFSD. The initiative comprises a series of six roundtable meetings at which experts from the policy, programme and research environments come together to interrogate key research on youth development, discuss policy imperatives and respond to demands for action;
 - o Partners include the Youth Directorate in the Presidency, the national Youth Commission, the South African Youth Council, the Umsobomvu Youth Fund, together with key strategic national departments such as labour, science and technology, education, and social development; and
 - o The theme of the annual (HSRC) research conference in September 2007 'Maximising the return on investing in youth: Opportunities and challenges in the season of hope' was informed by work of the YPI.

Activity	Progress made during reporting period
	<ul style="list-style-type: none">• Crime, corruption and social fabric<ul style="list-style-type: none">o With support from the Parliamentary grant, two projects were launched in D&G, namely (i) a study of violent offenders, undertaken in collaboration with the Centre for the Study of Violence and Reconciliation, and seeks to examine what causes people to commit violent crimes, and (ii) a study titled 'Breaking the Cycle of Violence', which looks at the link between violence and social cohesion.• Futures research<ul style="list-style-type: none">o Supported by the Parliamentary grant, futures research work was launched in URED;o The initiative was started by undertaking one project and a parallel set of explorations around the broader research agenda;o The 'base' project will establish a first-in-Africa competence in developing State of the Future Indices (SOFIs), and specifically develop a South African SOFI to be launched as a regular complement to our State of the Nation reports;o The data for the first SOFI in Africa was presented at a recent conference in Stellenbosch; ando There has been interaction between international scholars in the field and researchers working in the HSRC in relation to methodology and to the prospects for SOFI research in southern Africa.• Climate change<ul style="list-style-type: none">o With support from the Parliamentary grant, an initiative was launched in URED;o A module on climate change was used for the first time in the 2007 wave of the SASAS, to allow international comparison of public opinions regarding both climate change and policy options;o Proposals and working papers in the areas of climate change and health, climate change and migration, and social aspects of sustainable energy-use were prepared. This contributed to raising the profile of social aspects of climate change on the research agenda; ando A paper on the 'Potential impacts of climate change on poor populations' was prepared for a Horizon Scanning exercise for the Department for International Development (DFID). This fed into a process that helps inform DFID's future research strategy.

Engagement with key stakeholders: donors and government decision-makers to identify emerging research priority areas that could be addressed with joint support in future

Achieved:

- A donor event held on 18 May 2007, resulted in the strengthening of already existing relations with donors. Specific examples include:
 - o Collaboration with the World Bank on impact assessment;
 - o Collaboration with the Development Bank of Southern Africa (DBSA) with the intention of deepening, broadening and deploying knowledge in the area of poverty reduction and economic growth, so that evidence-based contributions can be made; and

Activity	Progress made during reporting period
	<ul style="list-style-type: none"> o Follow-up meetings with four French institutions as well as with the South Africa-Netherlands Research Programme on Alternatives in Development (SANPAD) resulted on agreements on future areas of collaboration and support. • The annual HSRC research conference as well as the annual research Lekgotla provided opportunities for focused engagements on research priorities with researchers, policy-makers and other stakeholders. • Research units and research projects in the HSRC benefit from inputs from advisory panels. Specific examples include: <ul style="list-style-type: none"> o NEQI has an international advisory panel, which also reviewed its five-year research plan; and o A representative advisory group (policy-makers, policy implementers, researchers, and civil society policy activists) was established to ensure the relevance of the projects undertaken by PAU on a year-to-year basis. The group was constituted under the auspices of the South African National Commission for UNESCO, and constituted as the Management of Social Transformation (MOST) national liaison committee for South Africa.
<p>Support research in programmes that will</p> <ul style="list-style-type: none"> • Track and monitor service delivery; and • Track the state of the HIV/AIDS epidemic in South Africa 	<p>Achieved:</p> <ul style="list-style-type: none"> • Tracking and monitoring service delivery <ul style="list-style-type: none"> o See earlier information on service delivery work championed by URED. • Tracking the state of HIV/AIDS epidemic <ul style="list-style-type: none"> o Support for the HIV/AIDS and STI strategic plan for South Africa 2007-2011 National Strategic Plan (NSP) through involvement with work of the research sector of the South African National AIDS Council (SANAC); and o See earlier information on HIV/AIDS-related work championed by SAHA.
<p>Address the need to promote the humanities using history, philosophy, arts, culture, heritage, language, religion and tradition to gain new insights into our society and make sense of our lives</p>	<p>Achieved: (ongoing)</p> <ul style="list-style-type: none"> • Council's Research Committee met on 24 May 2007 to engage with HSRC researchers about how best to accomplish the humanities-oriented research at the highest quality within the HSRC. Council agreed that this question remained pertinent. It was subsequently decided to commission the Chair of the Research Committee, Dr Pumla Gobodo-Madikizela, to write a think-piece on securing the future of humanities in the HSRC. • Examples of projects with a specific humanities thrust that were undertaken in D&G during 2008/09 include work on heritage (profiling the lives and works of African intellectuals), traditional leadership and media.
<p>Consolidate the EGDI to identify clear scenarios and strategies for unemployment reduction and employment creation, to contribute to government's strategy for accelerated and shared growth</p>	<p>Achieved:</p> <ul style="list-style-type: none"> • EGDI achieved great successes this year in a range of projects and activities. Its research capacity was enhanced through commissioned papers, roundtable discussions, and a web portal to encourage sharing of information between researchers globally working in related areas. (Also see earlier description of work under employment and growth as a national priority.)

3.3.1 To consolidate and strengthen public-purpose research activities of the HSRC continued

Activity	Progress made during reporting period
Consolidate the National Education Quality Initiative	<ul style="list-style-type: none"> • The Employment Scenarios project made the cover of the 26 October 2007 issue of <i>Financial Mail</i>. This cover story includes a nine-page article titled 'Jobs for Africa' and features Dr Altman's research into the types of jobs needed, in what numbers and at what wages, to solve South Africa's jobs and poverty crisis. • It was decided that the employment, growth and development national initiative would be consolidated into a centre, namely the Centre for Poverty, Employment and Growth research, as of 2008/09. <p>Achieved:</p> <ul style="list-style-type: none"> • January 2008 marked the beginning of the second year of the five-year Literacy and Numeracy Project (LNP) funded by the Royal Netherlands Embassy (RNE). Five technical reports pertaining to the three RNE projects were completed and submitted for review to either the DoE or international panel members. • A range of projects aimed at developing research-based support to enhance quality teaching and learning in schools were undertaken during the year, with support from the national DoE. (Also see earlier description of work to support education quality as a national priority.) • The research capacity of NEQI is enhanced through collaboration with experts and research institutions locally and internationally. • It was decided that the National Education Quality Initiative would be consolidated into a centre, namely the Centre for Education Quality Improvement, as of 2008/09.

3.3.2 To contribute to prioritised policy issues of national importance through the work of a cross-cutting policy analysis unit

Planned activities to support progress in relation to strategic business objective:

Activity	Progress made during reporting period
<p>Arrange at least two policy dialogues during the year, focusing on the following programmatic area:</p> <ul style="list-style-type: none"> • Meaning, cost and impact of HIV and AIDS; • Regulatory aspects of employment, social protection and economic growth; • Capacity and procedural justice in service delivery; • Investment, quality and choice in education; and • Coherence and performance of poverty reduction strategies <p>These dialogues will result in the production of policy briefs</p>	<p>Achieved:</p> <ul style="list-style-type: none"> • A colloquium on national health insurance ('Health within a comprehensive system of social security') was held from 31 July to 2 August 2007 and attended by a broad range of stakeholders including the Ministry of Health. The colloquium demonstrated the need to expand work around this theme by looking at broader issues around strengthening the public health system (human resources, financing, district health systems, and defining a basic package of services for South Africa) (http://www.hsrb.ac.za/CCUP-98.phtml). • The director of the United Nations Research Institute for Social Development in Geneva, Dr Thandika Mkandawire led a workshop and public lecture 'Transformative Social Policy and the Developmental State: Lessons for South Africa'. The public lecture took place on 2 November 2007. The workshop was attended by a select group of 40 senior policy-makers and researchers (http://www.hsrb.ac.za/HSRC-Seminar-278.phtml).

Activity	Progress made during reporting period
<p>Conduct at least two impact assessment studies in the above five programmatic areas</p>	<p>Achieved: (ongoing)</p> <ul style="list-style-type: none"> • The following impact assessment projects were initiated: <ul style="list-style-type: none"> o Limpopo province institutional efficiency and effectiveness: This project focuses on the strategic objective in the Limpopo Provincial Growth and Development Strategy to 'Improve the Institutional Efficiency and Effectiveness of Government'. o Improving quality of life in Limpopo: Understanding relevance, efficiency, effectiveness, impact and sustainability in service delivery: The general aim of this project is to evaluate the impact of programmes and activities undertaken to improve the relevance, impact and sustainability of service delivery improvement initiatives in Limpopo province in terms of the Provincial Growth and Development Strategy. <p>Both projects will involve secondary data analysis. They form part of a wider evaluation of the implementation of the Limpopo provincial government's Growth and Development Strategy conducted under the auspices of a partnership between PAU, the Limpopo provincial government and the University of Limpopo.</p>
<p>Launch of the YPI in conjunction with CYFSD and ESSD:</p> <ul style="list-style-type: none"> • Involve key stakeholders (implementation network meeting); • Conduct minimal research (gaps); • Host policy dialogues; and • Produce policy briefs 	<p>Achieved:</p> <ul style="list-style-type: none"> • The YPI was launched in May 2007 (see http://www.hsrb.ac.za/YPI-83.phtml). • By March 2008, five of the six scheduled policy dialogues (roundtables) of the YPI had been held, as follows: Youth policy and youth institutions, 23 May 2007; Why youth and why now? 17 July 2007; Livelihood strategies, 14 August 2007; School repetition, drop-out and discontinuation, 13 November 2007; and Pregnancy, 18 March 2008. The sixth dialogue, on Violence and violent crime, was planned for the next budget year. • Proceedings reports, issue papers, and policy briefs will be forthcoming.
<p>Ensure appropriate approaches to public participation and dissemination of research:</p> <ul style="list-style-type: none"> • Create discussion forums to focus on critical societal issues of interest; • Produce policy briefs, which are a synthesis of evidence generated from research; and • Ensure that all research for the HSRC, which has impact on the public, is communicated to grass-roots organisations 	<p>Achieved: (ongoing)</p> <ul style="list-style-type: none"> • Selected examples of discussion forums: <ul style="list-style-type: none"> o Colloquium, 'Getting research/evidence into policy into practice: HIV and AIDS in Africa', organised and hosted in conjunction with the University of Limpopo. The colloquium was attended by approximately 50 delegates from South Africa and the African continent (March 2008); o YPI: Roundtable approach; online poll to obtain public response to research issues (ongoing); o Communities of Practice on the HSRC website include the Employment Policy Network (EPN) and the Joint Learning Initiative on Children and HIV/AIDS (JLICA); and o Two-day workshop, 'Arriving at Solutions for Policy Implementation', involving HSRC and interested members from Parliamentary Portfolio Committees (August 2007). • Three HSRC policy briefs were finalised for publication: <ul style="list-style-type: none"> o 'High University Drop-out Rates: A Threat to South Africa's Future', by Moeketsi Letseka and Simeon Maile;

3.3.2 To contribute to prioritised policy issues of national importance through the work of a cross-cutting policy analysis unit continued

Activity	Progress made during reporting period
Arrange HSRC Research Conference, September 2007	<ul style="list-style-type: none"> o 'No sign of Dependency Culture in South Africa', by Michael Noble and Phakama Ntshongwana; and o 'Age of Hope or Anxiety? Dynamics of the Fear of Crime in South Africa', by Ben Roberts. • Selected examples of research disseminated to the public and grass-roots organisations: <ul style="list-style-type: none"> o The quarterly HSRC news bulletin, the 'HSRC Review' is sent to over 3 700 stakeholders in print and over 2 000 electronically such as parliamentarians, scholars, media and civil society; o HSRC research features regularly in print and broadcast media (see information on advertising value equivalent (AVE) elsewhere in this report); o The HSRC Annual Report was distributed to 3 500 stakeholders and also posted on the HSRC website. There were 1 500 translated abridged versions of the Annual Report; and o HSRC publications are available online, with free downloads (http://www.hsrcpress.ac.za).
Facilitate the research-policy nexus under the auspices of UNESCO's MOST programme	<p>Achieved:</p> <ul style="list-style-type: none"> • The 2007 conference took place from 27 to 28 September 2007. The theme was 'Maximising the return on investing in youth: Opportunities and challenges in the season of hope'. The conference was attended by more than 280 delegates, and 150 papers presented.
Establishment of a portal on the research-policy nexus as guided by the MOST national liaison committee	<p>Achieved: (ongoing)</p> <ul style="list-style-type: none"> • PAU has agreed to pilot test the online MOST Policy Research Tool. The terms of reference of the pilot test are being negotiated and will involve PAU producing policy briefs that are compatible with the database and assessing the utilisation and usefulness of the tool. • The MOST national liaison committee provided terms of reference for the portal. A wide range of stakeholders were consulted in developing the strategy document for the portal. The strategy was presented to and noted by Council, specifications were developed and a prototype developed. A content manager for the portal has been hired and the portal will be used to pilot test the online MOST Policy Research Tool.

3.3.3 To strengthen research collaboration and network activities in partnership with institutions and individuals in other parts of Africa

Performance indicators:

See section 6 for a consolidated report on performance against quantified indicators. Relevant PAITECS indicators, reflected in Table 8 in section 6, are the following:

- 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 (Indicator 2); and
- Number of visiting research fellows from elsewhere in Africa at the HSRC (Indicator 3).

Planned activities to support progress in relation to strategic business objective:

Activity	Progress made during reporting period
<p>Expand work in Africa more particularly through network organisations such as CODESRIA and Nepad</p>	<p>Achieved:</p> <ul style="list-style-type: none"> • The Memorandum of Understanding (MoU) signed between HSRC and CODESRIA in September 2006 provides a framework for collaboration: <ul style="list-style-type: none"> o Working Committee meetings took place in July 2007 in Senegal and February 2008 in South Africa; and o At the third CODESRIA-HSRC Working Committee meeting in February, an addendum to the MoU was signed. Joint projects to be undertaken by the two institutions were outlined. At this meeting, a first co-published volume, <i>The Meanings of Timbuktu</i> was previewed. • The existing MoU between HSRC and Nepad provides a framework for collaboration, notably in relation to the social aspects of HIV/AIDS and health research: <ul style="list-style-type: none"> o A CEO-led delegation of the HSRC met with the health representative of Nepad, Dr Eric Buch, in January 2008. Practical initiatives to further the relationship in the context of the signed MoU were identified; o It was agreed that Nepad will be co-organisers to the forthcoming SAHARA conference (2009); o KS CeSTII has emerged as a major continental resource for the conduct of R&D and innovation surveys in emerging economies. In particular CeSTII works with the African Union (AU) and Nepad Science & Technology (S&T); and o More recently CeSTII has been requested to support S&T policy and measurement capability in Mozambique, under the S&T bilateral agreement, and to assist Lesotho, as requested by UNESCO. • Council approved the establishment of a new Centre on Africa's Social Progress (CASP) as of 1 April 2008: <ul style="list-style-type: none"> o The vision for CASP is to be a continental centre of excellence that attracts leading African scholars and Africans in the Diaspora to reflect on critical issues of Africa's social progress. CASP is conceptualised in a manner that complements the objectives of both the Constitutive Act of the AU and the goals of Nepad; and takes into account the continental purview contained in the new HSRC Bill (2007).
<p>Engage with the National Research Foundation (NRF) regarding mobility instruments for exchange programmes involving African institutions and logistical support</p>	<p>Achieved:</p> <ul style="list-style-type: none"> • DST as well as NRF representatives provided presentations on opportunities for funding and support at HSRC Research Business Meetings (RBMs). Problems and opportunities were discussed, with a view to future improved levels of access to these instruments.

3.3.3 To strengthen research collaboration and network activities in partnership with institutions and individuals in other parts of Africa continued

Activity	Progress made during reporting period
<p>General support for critical engagements:</p> <ul style="list-style-type: none"> • Management and evaluation of MoUs (CODESRIA, the Chinese Academy of Social Science (CASS), possibly the Economic and Social Research Council (ESRC) and others); • More systematic engagement with embassies and international donors; and • Support engagement with India-Brazil-South Africa (IBSA) particularly through building relations and links with Asia (India) 	<p>Achieved:</p> <ul style="list-style-type: none"> • MoUs: <ul style="list-style-type: none"> o In January 2008, current international MoUs were evaluated on the basis of whether they were supporting active research collaboration or not. The MoU with Shahid Beheshti University in Iran was discontinued. • Donors and embassies: <ul style="list-style-type: none"> o A research partner meeting with donors took place in May 2007. Representatives from embassies as well as international donor organisations participated; and o The <i>International Brief</i> (quarterly newsletter on HSRC international engagements) is sent to embassies and international donor organisations. • IBSA: <ul style="list-style-type: none"> o HSRC involvement in a project proposal to the EUFP7, on innovation strategies in newcomer economies (including Brazil, China, India and South Africa) was supported. The proposal was successful; and o Further to the donor meeting, SANPAD offered support to strengthen research relationships with IBSA.
<p>Participate in the DST bilateral meetings with other countries</p>	<p>Achieved: (ongoing)</p> <ul style="list-style-type: none"> • Selected examples include HSRC participation in: <ul style="list-style-type: none"> o The third Science and Technology Committee meeting between the Islamic Republic of Iran and the Republic of South Africa (20-24 January 2008, Teheran); o The first meeting of the Joint Commission on Science and Technology under the US-South Africa Science and Technology Cooperation Agreement (24-29 February 2008, Massachusetts and Washington DC); and o HSRC (KS) participation in the South Africa-Argentina bilateral and subsequent successful proposal to the call for proposals under the joint agreement.

3.3.4 To increase the relevance, utilisation and potential impact of human and social science research by means of implementation networks

Performance indicators:

See section 6 for a consolidated report on performance against quantified indicators. The PAITECS indicator used to operationalise this objective was:

- Percentage of large research projects with implementation networks (Indicator 4).

Planned activities to support progress in relation to strategic business objective:

Activity	Progress made during reporting period
Create implementation networks for research projects, as a means of bridging the gap between research and policy (this includes working closely with government, universities, non-governmental organisations (NGOs) and donor organisations)	<p>Achieved:</p> <ul style="list-style-type: none"> • Performance in terms of PAITECS indicators reported as at 31 March 2008 showed that more than 80% of large research projects have implementation networks; thus exceeding the target set for the 2007/08 budget year by a considerable margin. • The reports of individual research units contain examples of projects that benefited from significant involvement of stakeholders to increase the likelihood of the acceptance, uptake and implementation of research findings.

3.3.5 To confirm the excellence of research work by emphasising peer-reviewed publications of scholarly articles by senior as well as emerging researchers

Performance indicators:

Section 6 of this report contains consolidated reporting on performance against predetermined quantified indicators of performance. PAITECS indicators selected to monitor progress in relation to this strategic business objective were Indicators 11 and 12, namely:

- Peer-reviewed publications in an international journal, per senior researcher (SRS and above); and
- Peer-reviewed publications in a recognised journal per junior researcher (RS and lower).

Other key performance indicators (KPIs):

Table 9 in section 6 shows the targets set, and levels of performance achieved, in relation to the indicators of performance, also from the perspective of gender and race:

- Peer-reviewed publications in an internationally accredited scientific journal, per senior researcher (SRS or above) (see Indicator 18);
- Peer-reviewed publications in a scientific journal per researcher, RS or lower (see Indicator 19);
- Number of books, journal articles, reports (per average researcher head), presented in terms of all researchers, black researchers, African researchers, coloured researchers, Indian researchers, female researchers (see Indicator 19); and
- Number of peer-reviewed journal articles (per average researcher head), presented in terms of all researchers, black researchers, African researchers, coloured researchers, Indian researchers, female researchers (see Indicator 20).

It is acknowledged that the publication of internationally-accredited, peer-reviewed journal articles is a very important and valid measure of research excellence. At the same time, the HSRC is an organisation required to 'publish and cause to be published' research findings, and to ensure the effective dissemination and uptake of such findings.

Table 4 provides an overview of a broader selection of research outputs produced by HSRC researchers and research teams during 2006/07 and 2007/08:

3.3.5 To confirm the excellence of research work by emphasising peer-reviewed publications of scholarly articles by senior as well as emerging researchers continued

Table 4: Publications

Category	No. in 2007/08	No. in 2006/07
All HSRC research staff		
Books and chapters in HSRC books	62	69
Books and chapters in non-HSRC books	35	48
Journal articles:	163	143
<i>Refereed</i>	107	106
<i>Non-refereed</i>	56	37
Research reports to clients/users	153	79
Total	413	339

Category	Per capita 2007/08	Per capita 2006/07
All research staff from SR upwards	(123 persons)	(129 persons)
Books and chapters in HSRC books	0,50	0,53
Books and chapters in non-HSRC books	0,28	0,37
Journal articles:	1,33	1,11
<i>Refereed</i>	0,87	0,82
<i>Non-refereed</i>	0,46	0,29
Research reports to clients/users	1,24	0,61
Total	3,36	2,63

According to the information on research outputs captured in the RMS by the end of May 2008, the HSRC has produced more research products during 2007/08 than in the previous year. This is largely due to the production of more client reports. The number of journal articles – particularly non-refereed articles – also increased in comparison with the previous year.

Planned activities to support progress in relation to strategic business objective:

Activity	Progress made during reporting period
Continue to improve on the indicator of scientific excellence by encouraging scientists to publish in international, peer-reviewed journals	<p>Partially achieved:</p> <ul style="list-style-type: none"> All researchers are encouraged to publish in peer-reviewed journals. Specific initiative to encourage this include (i) including publication targets in the personal performance objectives of individual researchers, (ii) allocation of time for researchers to support the preparation of journal publications, and (iii) particular attention on capacity building to support skills development for writing journal articles, including the mentoring of more junior researchers by involving them as co-authors in writing peer-reviewed articles. The target for international peer-reviewed articles per senior researcher (SRS/SRM and above), was increased from 0,85 in 2006/07 to 1,11 for 2007/08. By 31 March 2008, the target for the year had not been achieved, with actual performance recorded against this target at 0,67 (49/73).

Activity	Progress made during reporting period
	<ul style="list-style-type: none"> The target for peer-reviewed articles per researcher at the level of SR/SM and lower was increased from 0,45 in 2006/07 (not achieved at that time) to 0,5 for 2007/08. By 31 March 2008, this target had been exceeded, at 0,67 (42/63).
Ensuring all publications emanating from Parliamentary grant funds are peer-reviewed	<p>Achieved: (receiving ongoing attention)</p> <ul style="list-style-type: none"> It was agreed in June 2006 that EDs would take responsibility for ensuring compliance with this requirement. Quarterly performance reports prepared at unit level include information on publications thus reviewed.
Ensure that all HSRC research programmes are reviewed	<p>Achieved: (ongoing)</p> <ul style="list-style-type: none"> By 31 March 2008, the following programmes had been reviewed: CYFSD (in 2006/07), and D&G and SAHA (in 2007/08). Preparations for the review of ESSD in 2008/09 were underway.

3.3.6 To contribute to human capital development in the human and social sciences through the consolidation and expansion of research internship and fellowship programmes

Performance indicators:

Section 6 of this report contains consolidated information on organisational performance against predetermined performance targets. PAITECS targets set to monitor progress against this strategic business objective feature as Indicators 13, 14 and 15 in Table 8, as follows:

- Number of interns enrolled in a Master's programme;
- Number of interns enrolled in a PhD programme; and
- Number of post-doctoral fellowships.

Other KPIs:

KPIs related to human capital development across the organisation are reflected in Table 9 of section 6:

- The proportion of HSRC researchers (excluding interns and fieldworkers) with Master's degrees or PhDs, reported in terms of all staff as well as race and gender dimensions (see Indicator 22); and
- HSRC staff enrolled towards formal studies leading to relevant further academic qualifications (Indicator 26).

Planned activities to support progress in relation to strategic business objective:

Activity	Progress made during reporting period
Select and appoint new Head: Capacity Development (CD)	<p>Achieved:</p> <ul style="list-style-type: none"> A director took office in June 2007 to manage this unit.
Develop a focused HSRC-wide capacity-building programme focusing on staff and new researchers (grow our own timber)	<p>Achieved: (ongoing)</p> <ul style="list-style-type: none"> CD developed and implemented an HSRC-wide capacity-development training programme for both staff and research trainees since August 2007. The ESKIA MPAHLELE research programme, which is an organisation-wide CD programme, was launched in October 2007.

3.3.6 To contribute to human capital development in the human and social sciences through the consolidation and expansion of research internship and fellowship programmes continued

Activity	Progress made during reporting period
	<ul style="list-style-type: none"> • A decentralised approach to research CD is followed, with CD communicating with CD co-ordinators in the various research units. • Information on training sessions and workshops arranged for research trainees are communicated in advance, and may also be attended by other HSRC staff members upon request.
<p>Develop and maintain a record-keeping system regarding registered research trainees (interns). Monitor progress and ensure adherence to conditions of internship appointment</p>	<p>Achieved: (ongoing)</p> <ul style="list-style-type: none"> • This task is managed by CD. Information on research trainees, mentors, supervisors and respective training institutions is captured and maintained through communication with HR and the CD co-ordinators in research units. • A questionnaire was developed and sent to each research trainee to monitor the progress and conditions of the internship. Consequently a problem with attrition (trainees leaving the HSRC before completing their degrees) was identified. Root causes for this problem include the availability of permanent, senior positions in the public sector, in direct competition with the drive to produce more academically qualified and experienced researchers in the country.
<p>Implement the new strategy for training Master's research interns</p>	<p>Achieved: (ongoing)</p> <ul style="list-style-type: none"> • The strategy entails centralised provision of workshops on various aspects of research methodology, seminars and conferences, with decentralised placement with mentors and involvement in research work. Within research units, CD co-ordinators facilitate communication and support.
<p>Develop a PhD intern training programme</p>	<p>Achieved: (ongoing)</p> <ul style="list-style-type: none"> • As above.
<p>Establish a post-doctoral training programme</p>	<p>Achieved: (ongoing)</p> <ul style="list-style-type: none"> • A concept document was developed and will be implemented in the research units in a decentralised context, but with co-ordination from the CD.
<p>Develop courses to teach interns how to write scientific papers</p>	<p>Achieved:</p> <ul style="list-style-type: none"> • One of CD's training sessions deals with writing for publications. • CD also provides support to research trainees selected to present papers at international conferences.
<p>Develop frameworks for quarterly reporting</p>	<p>Achieved:</p> <ul style="list-style-type: none"> • The framework for quarterly reporting developed by CD is based on the requirements of the DST.

3.3.7 To accelerate transformation in the HSRC, with particular reference to African representation in senior research and management positions

Performance indicators:

Section 6 contains consolidated information on organisational performance against quantified targets set for the year. PAITECS indicators used to monitor progress against this objective were Indicators 5, 6, 7 and 8, namely:

- Percentage of all researchers at senior level (SRS and above) who are African;
- Percentage of all researchers at senior level (SRS and above) who are coloured;
- Percentage of all researchers at senior level (SRS and above) who are Indian;
- Percentage of all researchers at senior level (SRS and above) who are white; and:
- Percentage of staff trained in gender sensitivity (Indicator 10).

Other KPIs:

KPIs reflected in Table 9, section 6 show the targets set, and levels of performance achieved, in relation to the following additional indicators of performance:

- Representativeness of researchers at senior level (SRS and above): persons who are black; who are female; who are disabled (see Indicator 12);
- Representativeness of HSRC staff overall: persons who are black (African, coloured, Indian), who are female, who are disabled (see Indicator 15);
- Representativeness of all researchers (excluding research interns and research fieldworkers): persons who are black (African, coloured, Indian), who are female, who are disabled (see Indicator 16); and
- Representativeness at executive management level: persons who are black (African, coloured, Indian) and who are female (see Indicator 17).

The HSRC has managed to meet or exceed targets in the case of overall staff representativeness, and for research staff in general. Although progress was made since 2005/06 in relation to senior research staff and executive managers, challenges to meet targets in a highly competitive market remain.

Planned activities to support progress in relation to strategic business objective:

Activity	Progress made during reporting period
Increase the proportion of under-represented groups (African and coloured) in the senior echelons of the HSRC	<p>Achieved:</p> <ul style="list-style-type: none"> • The post level of 'deputy executive director' was created to provide for succession planning in the context of transformation targets: <ul style="list-style-type: none"> o During the year under review, eight appointments or promotions were made at senior (director, deputy executive director or executive director) levels. Of the eight persons appointed, four are female, five are African, and one is coloured. In addition, two male African research fellows were employed at director level at 31 March 2008.
Setting and monitoring of targets	
Ensure that the experiences of men and women inform all the research and analysis done at the HSRC, thus producing information necessary for South Africa to attain gender equity in resource allocation	<p>Achieved:</p> <ul style="list-style-type: none"> • Gender-sensitivity training continued in 2007/08. The target of 60% set for 2007/08 was exceeded, with 76,2% of all staff benefiting from gender-sensitivity training. • Training programmes were adapted to meet the requirements of research, administrative and research technical staff. • Workshops for research staff focused on the conducting and analysis of research using a gender lens.
Continue with provision of gender-sensitivity training	
Ensure staff are trained in writing scientific articles using the gender lens	

3.3.8 To retain and empower critical staff and skills in the HSRC

Performance indicators:

The PAITECS indicator to measure performance against this target was:

- Attrition of permanent staff at the HSRC (see Indicator 8, Table 8).

Other KPIs:

KPIs that were set and monitored in relation to this objective are reflected in Table 9, section 6 and include:

- Salaries to total expenditure (Indicator 11); and
- Staff enrolled towards relevant further qualifications (Indicator 22).

Planned activities to support progress in relation to strategic business objective:

Activity	Progress made during reporting period
Develop a strategy to make the HSRC 'an employer of choice'	<p>Achieved: (ongoing)</p> <ul style="list-style-type: none"> • Current initiatives include: <ul style="list-style-type: none"> o Commitment to the ongoing improvement of salaries, as agreed with the PSA; o The review of fringe benefits to ensure that they are market-related, and the introduction of new benefits as and where possible (e.g. introduction of funeral cover); o New categories of awards to recognise outstanding contributions from all categories of staff were presented for the first time in December 2007; o Emphasis on staff wellness through counselling services paid for by the HSRC and dedicated Wellness Days; o The administration of a 'climate survey' questionnaire on all staff to identify issues that may need to be incorporated into the current strategy; and o Refinement of HR policies and procedures; the development of new policies such as the post-retirement retention policy.
Implement approved changes to performance management system and its application and develop a new performance management system for support services	<p>Achieved: (ongoing)</p> <ul style="list-style-type: none"> • The updated and approved performance management system will be used for the performance management cycle of 2007/08. • The PSA has indicated its support for the use of the current system.
Develop coaching skills of managers	<p>Achieved: (ongoing)</p> <ul style="list-style-type: none"> • Five senior staff members completed their individualised coaching sessions, a further one staff member was close to complete in June 2008.
Build better relationship between management and the union	<p>Achieved: (ongoing)</p> <ul style="list-style-type: none"> • Management successfully concluded salary negotiations within the agreed time period. • Good relations exist with the union; constructive feedback was received on proposed policies and benefit changes and on the redeployment of staff from URED to other research units.

Activity	Progress made during reporting period
<p>Reduce earning pressure over traditional research work by ensuring the EDs and directors are responsible for fund-raising, while lower level staff are asked only to participate in grant-writing</p> <p>Refine and roll-out marketing strategy</p>	<p>Achieved: (ongoing)</p> <ul style="list-style-type: none"> • EDs, deputy executive directors, directors and chief research specialists/managers are responsible for fund-raising. • The CEO takes the lead in identifying opportunities, engaging strategically with potential donors and funders, and referring opportunities to the appropriate HSRC managers. Particular attention is given to prioritised research areas of the HSRC, and units that are lagging behind in achieving predetermined external funding targets. • Centralised support for marketing and fund-raising is provided by the Business Development, Corporate Communications and International Liaison units in the Office of the CEO. • The emphasis on large-scale, multi-year funding is starting to bear fruit in some units. • A more pro-active approach, including broader information-sharing on opportunities and stakeholder engagement has been embarked on. Specific examples include: <ul style="list-style-type: none"> o Donor event, May 2007; o Information on international visits; o Presentations by potential funding organisations, e.g. DST, NRF at RBMs; and o Building technical capacity for applications to major funders including the European Union (EU) and NIH.
<p>Ensure that exit interviews are conducted, analyse and report on possible trends emerging and ensure these inform improved management approaches</p>	<p>Achieved: (ongoing)</p> <ul style="list-style-type: none"> • Findings from the exit interviews are aligned with interventions already underway in the strategy to become an employer of choice.
<p>Ongoing attention to corporate staff events:</p> <ul style="list-style-type: none"> • Wellness Day; • Corporate social responsibility; • Year-end/team building; and • Information-sharing and staff visits 	<p>Achieved: (ongoing)</p> <ul style="list-style-type: none"> • The 2007 Wellness Day took place on 30 and 31 May. The theme was My body, Myself. Aspects of healthy lifestyles including physical health, mental health and social fitness were covered. Excellent uptake of voluntary screening and testing for HIV as well as other conditions showed that the vast majority of HSRC staff is healthy. • Examples of corporate social responsibility initiatives: <ul style="list-style-type: none"> o World AIDS Day (December 2007) – staff donated gifts to be distributed to selected orphanages; o Casual Day (September 2007) – staff contributed to this national initiative by buying stickers and wearing casual attire; and o CANSA Relay for Life (September 2007) – 12 HSRC athletes participated in an all-night relay event. • Year-end event: <ul style="list-style-type: none"> o The corporate year-end function (November 2007) had a dual purpose, namely to recognise long-term service and to recognise outstanding performance. Staff members were nominated for awards by their peers, and adjudication panels selected winners in the following categories: Individual research excellence; Research programme; Capacity building; Ubuntu; Cornerstone; and a special CEO award.

3.3.8 To retain and empower critical staff and skills in the HSRC continued

Activity	Progress made during reporting period
	<ul style="list-style-type: none"> • Information-sharing and staff visits: <ul style="list-style-type: none"> o The CEO met with staff at all the offices to provide them with updates on the developments within the HSRC; and o Regular communication between the CEO and staff through the 'CEO note'.
Ongoing attention to staff well-being in refurbishment of building and equipment	<p>Achieved: (ongoing)</p> <ul style="list-style-type: none"> • Upgrading of video-conference links between Cape Town, Durban and Pretoria completed. • Cape Town: Refurbishment including new boardroom completed. • Sweetwaters, near Pietermaritzburg: Refurbishment underway. • Pretoria: Priority attention to address Occupational Health and Safety requirements, and plans for the refurbishment of the cafeteria. • All offices: Computer and networking capacity enhanced thanks to deployment of the infrastructure grant received in 2007/08.

3.3.9 To ensure the financial sustainability of the HSRC

Performance indicators:

Table 8 in section 6, provides an overview of performance achieved against quantified PAITECS targets. The PAITECS indicators relevant to financial sustainability are Indicators 16 and 17:

- Percentage of grants that are extra-Parliamentary; and
- Percentage of all grants that are multi-year (at least three years).

Other KPIs:

KPIs relevant to this strategic business objective are reflected in Table 9 in section 6. These include:

- Achievement of income target: External research income (Indicator 29); and
- Variance in budgeted expenditure: Surplus or deficit for year, as percentage of turnover (Indicator 30).

Planned activities to support progress in relation to strategic business objective:

Activity	Progress made during reporting period
Refine and continue implementing HSRC marketing strategy	<p>Achieved: (ongoing)</p> <ul style="list-style-type: none"> • See notes on page 129
Ensure economic and financial sustainability of the HSRC by securing multi-year research grants	<p>Achieved: (ongoing)</p> <ul style="list-style-type: none"> • By 31 March 2008, some 55% of the external research income for the year was associated with multi-year research projects. This far exceeded the 35% target set for the year, and suggests that the funding model for the HSRC is sustainable.
Attention to good stakeholder relations	<ul style="list-style-type: none"> • Units in the Office of the CEO provided support: <ul style="list-style-type: none"> o through the arrangement of a corporate donor event; o by identifying key stakeholders, plan visits and capture reports on meetings held – especially for international visits led by the CEO; and o by communicating with stakeholders through corporate publications.
Technical support and training to provide guidance on complex funding applications and financial models	

Activity	Progress made during reporting period
Seeking increased levels of Parliamentary funding or ring-fenced financial support from government departments	<ul style="list-style-type: none"> • The EU and NIH were identified as major sources of potential funding. The Business Development unit was involved in funding proposals to the EU (successful) and the NIH (awaiting feedback) that will allow for building of capacity to prepare proposals and manage grants for these funders. <hr/> <p>Partially achieved:</p> <ul style="list-style-type: none"> • For 2007/08, the gap between the Parliamentary grant allocation and external research income was narrowing. However, according to current MTEF projections, this trend will not be sustained. • An application submitted during 2007/08 for funds for 'unforeseen and unavoidable' expenses to fund urgent purchase of software to improve financial controls was unsuccessful. • The HSRC prepared and submitted a detailed infrastructure proposal as well as full MTEF proposal in accordance with DST and National Treasury requirements. A motivated request was made for the allocation of additional baseline funds that can be used to improve the HSRC's ability to attract and retain excellent permanent staff. No additional funds were made available for these purposes in the allocation letter for 2008/09.

Council is satisfied that the HSRC remained committed to objectives set in the strategic and business plans guiding its work during 2007/08. Quantifiable performance indicators highlighted under PAITECS received attention alongside ongoing work to support strategic business objectives outlined in the HSRC's 2007/08 Business Plan.

4. Other matters of importance

4.1 Finances and sustainability

During the 2007/08 financial year the HSRC achieved an overall turnover of R264 million (R245,5 million in 2006/07). This is the highest turnover that the HSRC has achieved in its history and represents an increase of 7,6% or R18,8 million from the 2006/07 financial year. However, compared against the budget for 2007/08, this is 6,3% or R17,6 million under the budgeted income of R282 million.

The main reason for the variance of 6,3% is that some research units had failed to achieve their external income targets for the year. The total shortfall against budgeted income for five of the research units in the HSRC was in the region of R37 million for the year. Savings and increased external income earnings in the rest of the organisation helped to address the shortfall in external research income.

External research income earned by research programmes and cross-cutters amounted to R113,6 million (excluding ring-fenced funding) for 2007/08. The comparative amount for 2006/07 was R124,6 million. The increased level of funding received from the Parliamentary grant – baseline as well as ring-fenced funding – made an important contribution to the overall sound financial position of the HSRC by year-end.

A positive trend in terms of external research income is the number of larger-scale, multi-year projects, providing more security in terms of future external research earnings. The result is that the HSRC

4.1 Finances and sustainability continued

commenced the 2006/07 and 2007/08 financial years with more than half of the target for external research earnings already under contract. It is entering the 2008/09 financial year with some 57% of its total earnings target already secured in the form of income received in advance and the MTEF allocation. Even more external research income has already been secured in the form of signed contracts for work to be undertaken in 2008/09 and beyond, although these amounts are not yet reflected in Financial Statements as at 31 March 2008.

Table 5 provides an overview of the 'top ten' research projects in terms of total income for the year, with an indication of funding obtained from external sources, the HSRC Parliamentary grant, and ring-fenced allocations. It is noteworthy that the total external income of some R61 million coming from the top ten research projects represents more than half (some 53,7%) of the total external research income of the HSRC, for 2007/08.

Table 5: Top ten research projects, 2007/08

Project title	External funder	Parliamentary grant R'000	Ring-fenced R'000	External R'000	Total R'000
Department of Labour Critical Research Projects	South African Department of Labour	1 505	-	10 708	12 213
Literacy and Numeracy Research Programme	Royal Netherlands Embassy	-	-	11 416	11 416
CDC/PEPFAR Programme to Improve Capacity of an Indigenous Statutory Institution to Enhance Monitoring and Evaluation of HIV/AIDS in the Republic of South Africa as Part of the President's Emergency Plan for AIDS Relief	Centres for Disease Control and Prevention	-	-	11 309	11 309
Project Accept	NIH, via University of California plus sundry income from local authorities	-	-	6 354	6 354
Study on Global Ageing and Adult Health (SAGE)	National Department of Health	-	-	6 252	6 252
Birth to twenty study	Wellcome Trust	-	-	6 169	6 169

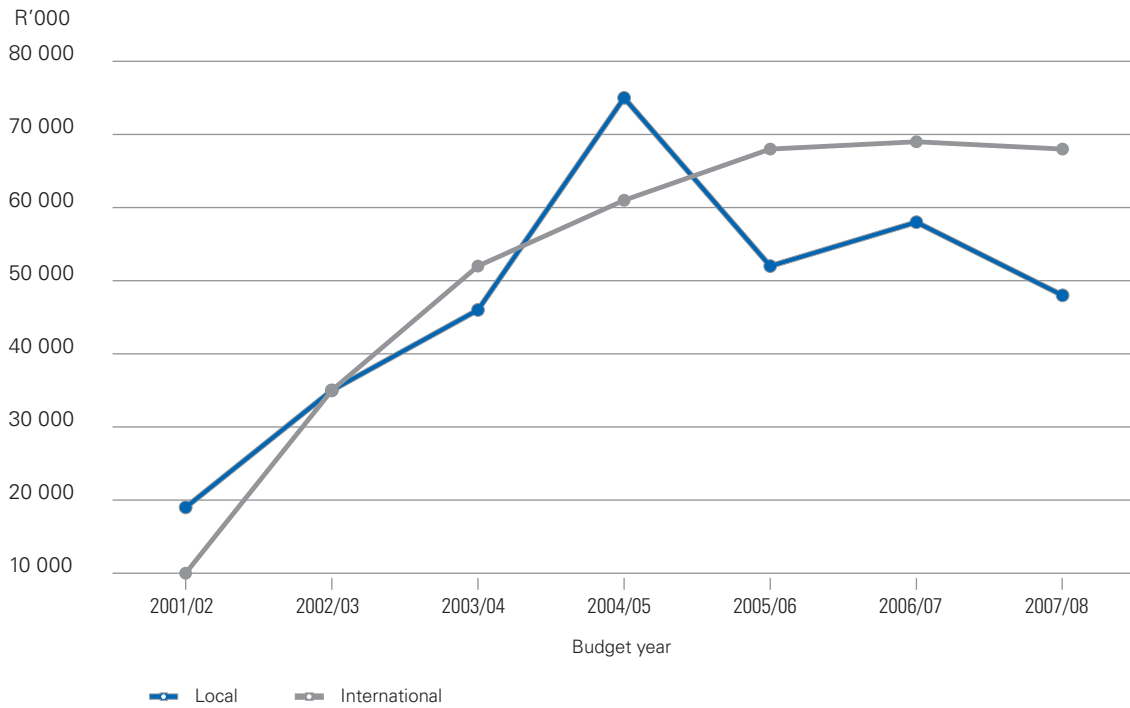
Project title	External funder	Parliamentary grant R'000	Ring-fenced R'000	External R'000	Total R'000
Teacher Education	Royal Netherlands Embassy Development Cooperation	69	-	3 581	3 650
R&D Survey	Ring-fenced funding	-	2 975	-	2 975
ANSA (Affiliated Network for Social Accountability) Africa	The World Bank	-	-	2 635	-
Developing a system for the monitoring and tracking of the youth into science strategy and reporting on the strategy	DST	-	-	2 530	2 530
Total		1 574	2 975	60 954	65 503

The table further illustrates the broad range of the HSRC's funding base. South African government departments as well as international foundations, departments and development agencies are included in the list of top HSRC research funders for the year under review. Ring-fenced funding was strategically deployed to support projects with specific deliverables. These large-scale projects also entailed significant levels of engagement with external stakeholders, given the frequency of survey-type studies and conference engagement supported.

The HSRC has continued to receive funding support from international sources over recent years. This extends the S&T funding base of the country as a whole, and the benefits are experienced not only by the HSRC but also by its collaborators on these projects in higher education institutions and NGOs. For the top ten research projects for 2007/08, listed in Table 5, some 68% of research funding came from international sources.

In terms of total external research income secured for the year under review, income from international sources represented some 59% of total external research income (R66,9 million out of a total of R113,6 million). The comparative figures for 2006/07 were R68 million international funding from R124,6 million of total external income, or 55% from international sources (see Note 1 to the Annual Financial Statements). The grey line in Figure 2 shows how the level of external income from international sources has performed over the last seven financial years.

Figure 2: Local and international sources of external research funding



With regard to Parliamentary grant allocations, Table 6 as well as Note 2 to the Annual Financial Statements of the HSRC on page 164 show the net effect of adjustments for deferred income in relation to depreciation costs, for 2006/07 and 2007/08. This explains the difference between anticipated Parliamentary grant income shown in the MTEF allocation letter received from the DST and the actual income reflected in the Statement of Financial Performance.

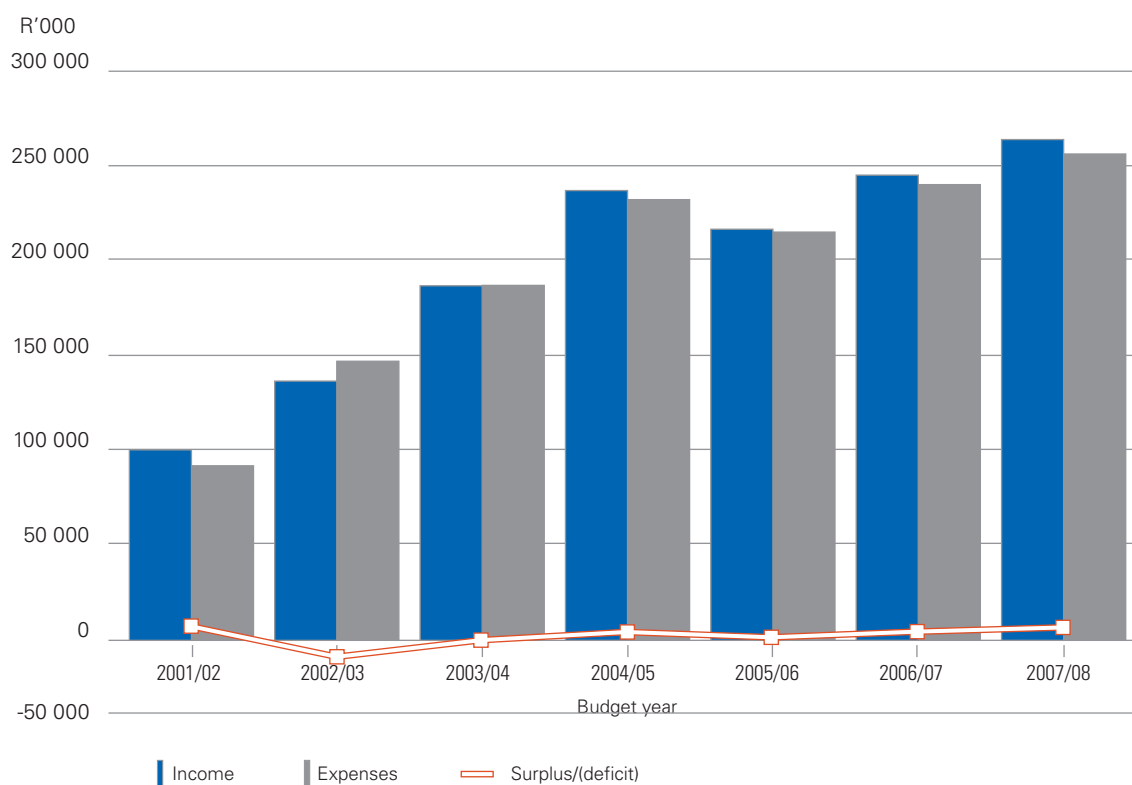
Table 6: Parliamentary allocation

	2007/08 R'000	2006/07 R'000
Parliamentary grant received	101 603	96 412
Plus: Net adjustment in respect of deferred income	194	765
Parliamentary grant as per statement of financial performance	101 797	96 979

Overall expenditure in 2007/08 was R256,7 million (R240,6 million in 2006/07) which represents an 6,7% increase. This resulted in a surplus of R7,6 million for 2007/08.

Figure 3 shows trends over the past seven years in relation to income, expenditure, surpluses and deficits, in nominal rands.

Figure 3: Income, expenditure, surpluses and deficits for the past seven years



Employee cost, R128,1 million (R104,05 million in 2006/07), the largest cost component, increased by 5,7% in 2007/08. This increase includes the effect of cost-of-living salary increases. The HSRC continues to be strategically driven in its recruitment activities, prioritising the appointment of senior research staff and managers who come from previously disadvantaged groups. Owing to the fact that a large portion of its research income is derived from external, project-related sources, the HSRC appoints contract staff, or external service providers, to extend the capacity of its permanent staff complement.

The Statement of Financial Position on page 154 shows that the HSRC had total assets of R180,8 million at 31 March 2008 (R156,5 million at 31 March 2007), of which current assets were worth R88,2 million (2006/07: R67 million). The current liabilities were R69,3 million (2006/07: R62,6 million). The financial status of the HSRC is therefore sound. The Council's considered opinion on the going-concern status of the HSRC is reflected in section 2.3.4 above.

More detailed financial information, including extensive notes, can be found in the audited Annual Financial Statements on page 153.

4.2 Human resources and transformation

The HSRC's ability to deliver on its mandated objectives is dependent on the quality of its people. Institutional performance with regard to human resources and transformation is clearly prioritised in the HSRC's strategic and business plans. Under PAITECS, there is an emphasis on representativeness in respect of race at senior researcher level, but not in isolation from other imperatives. For instance, PAITECS indicators reflected under 'capacity building' and 'excellence' demonstrate the HSRC's

commitment towards mainstreaming gender, and to invest in the development of emerging researchers through internship opportunities, skills development, as well as focused attention on publication support. The comprehensive set of KPIs reflected in Table 9, section 6 of Council's Report also shows that the HSRC has not lost sight of targets for overall staff representativeness in relation to gender, race and disability amongst research, research technical and administrative staff at all levels.

In accordance with other compliance reports prepared by the HSRC, this Council's Report focuses on 'permanent' staff on the payroll of the HSRC at 31 March 2008. 'Permanent', in this context, refers to staff who are appointed for an indefinite period, or for a fixed period of at least 12 months. Temporary or casual appointments are also made, and regulated through appropriate employment contracts. Where relevant, particularly when applicable to specific objectives listed under PAITECS, information on persons appointed for a shorter period of time (e.g. some visiting African research fellows) is also provided. The HSRC Council wishes to acknowledge the important role played by those individuals and institutions that help to expand the capacity of the HSRC at crucial times of delivery.

At 31 March 2008, some 77 persons were working on short-term contract assignments for the HSRC, over and above the 406 persons already employed by the HSRC in a more permanent capacity. The majority of these short-term contract workers, as reflected on 31 March 2008, were African (16 male and 30 female). They mostly provided professional, administrative or fieldwork services as required for specific research projects. The number of 'assignees' appointed is largely dependent on project-specific operational requirements, varies from month to month, and may be in excess of 200 in any one month.

With specific reference to the 406 staff members on permanent payroll at 31 March 2008 (360 on 31 March 2007), the following broad trends are noteworthy:

- The largest single staff category remains research, with 167 researchers. This is followed by 148 administrative staff members and 91 research technical staff. Comparative figures for the previous year were 165 researchers, 132 administrative staff members and 63 research technical staff;
- Research staff at the level of SRS or above has remained relatively stable, at 73 for 2007/08 (72 in 2005/06 and 75 in 2006/07); and
- The HSRC operates from offices in Pretoria (224 staff members), Cape Town (97 staff members), Durban (83 staff members – this includes staff working from the Sweetwaters office in Pietermaritzburg) and a Port Elizabeth office (2 staff members). Comparative figures for the previous year were 216 in Pretoria, 86 in Cape Town and 57 in Durban.

The HSRC has thus shown net growth in terms of its staff between 2006/07 and 2007/08. The greatest growth was in relation to research technical staff, and staff based in the Durban/Pietermaritzburg office. This is largely due to the roll-out of large-scale intervention-based projects in the Sweetwaters area. The relative increase in the number of administrative and technical staff members may be a reflection of the new types of large-scale, collaborative research projects in which the HSRC is increasingly involved.

Real progress was made in relation to overall staff representativeness, as shown in Table 7, as well as in Figures 4 and 5.

Table 7: HSRC staff composition according to race and gender (31 March 2008 and 31 March 2007)

	Year	African	Coloured	Indian	Black	White	Total
Female	2007	29,4%	8,9%	3,3%	41,7%	18,1%	59,7%
	2008	34,2%	7,9%	3,0%	45,1%	14,8%	59,9%
Male	2007	21,9%	3,9%	3,3%	29,2%	11,1%	40,3%
	2008	26,1%	3,4%	2,7%	32,2%	7,9%	40,1%
Total	2007	51,4%	12,8%	6,7%	70,8%	29,2%	100%
	2008	60,3%	11,3%	5,7%	77,3%	22,7%	100%

The HSRC is a predominantly black organisation. African staff members comprised the majority at 60,3% (51,4% at 31 March 2007). African females comprise the single largest employee category in the HSRC, followed by African males (Table 7).

The 2007/08 budget year has also shown clear increases in the relative representation of black, and female, staff at the executive management levels (CEO, executive directors and deputy executive directors). These trends are illustrated in Figures 4 and 5.

Figure 4: Female employees in employment levels, 2005/06 to 2007/08

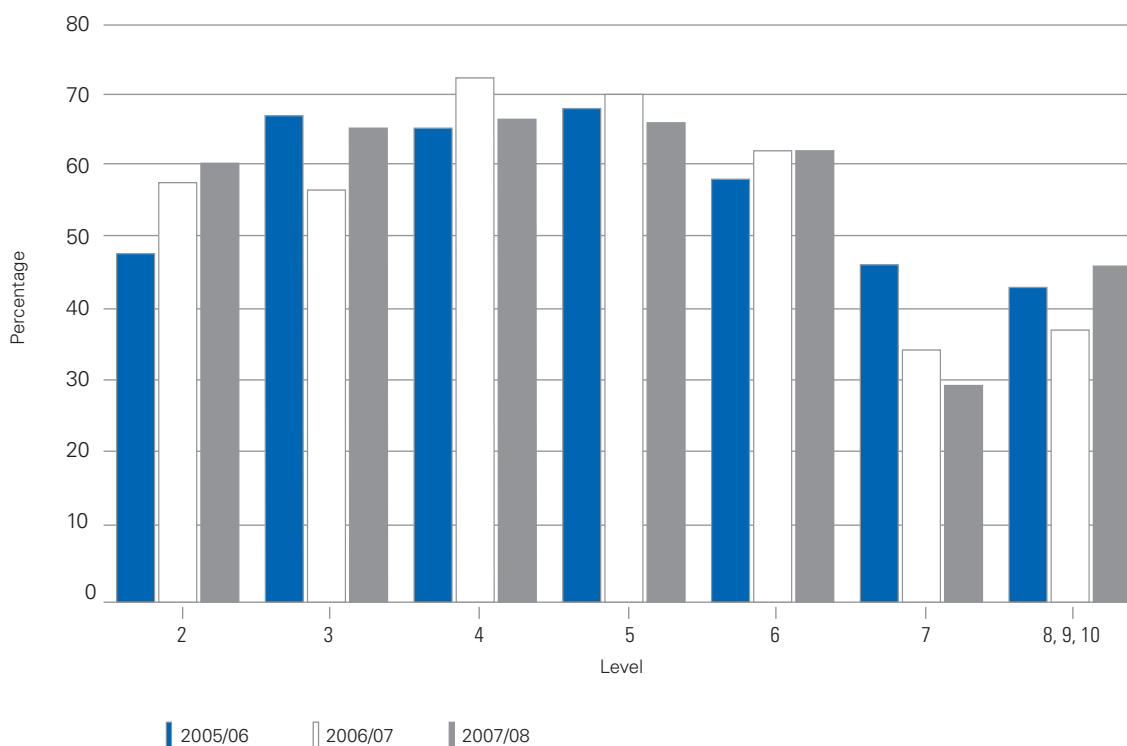
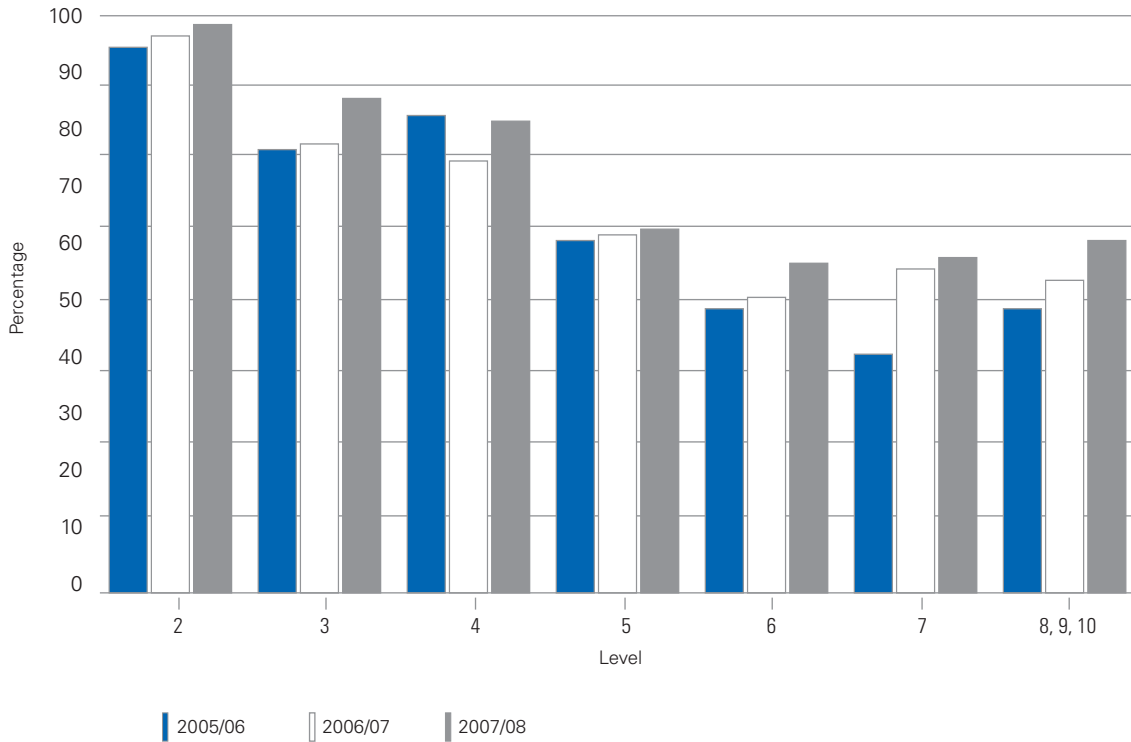
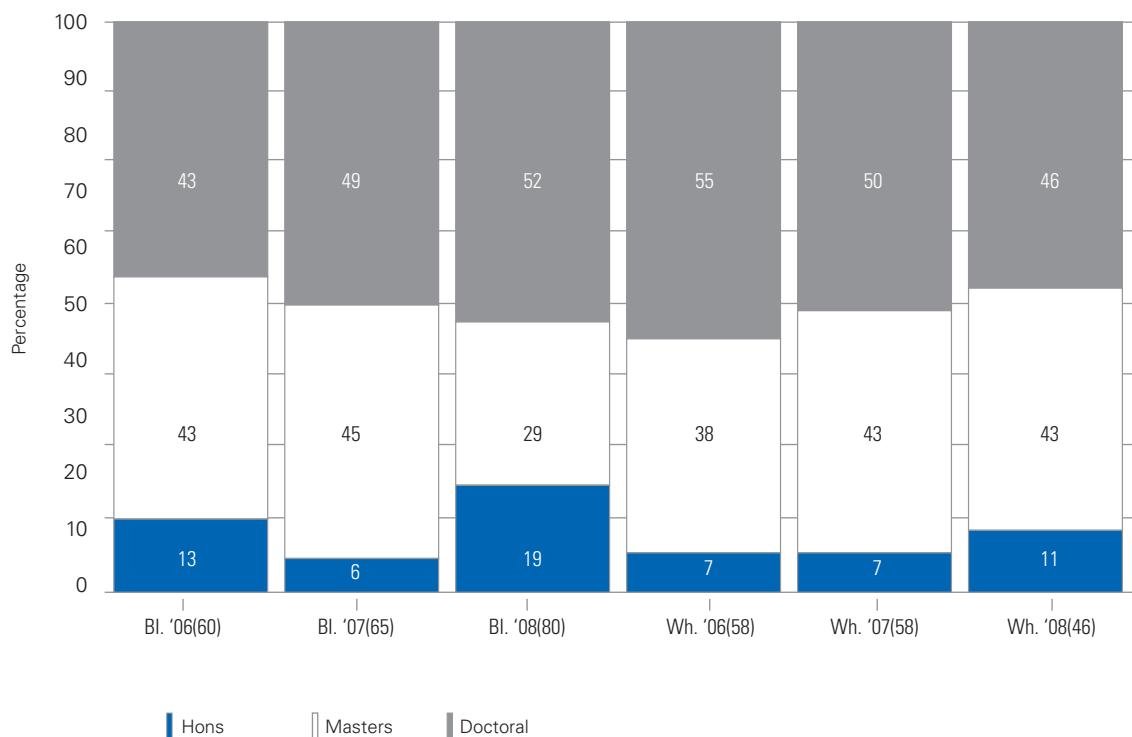


Figure 5: Black employees in employment levels, 2004/05 to 2006/07



In terms of representativeness of research staff (excluding research interns) it is noteworthy that black researchers (79) are outnumbering white researchers (46) overall, with African researchers (53) now comprising the largest sub-category of research staff. Comparative figures for preceding reporting periods were 60 black, 58 white (2005/06) and 65 black, 58 white (2006/07). At 31 March 2008, male and female research staff (excluding research interns) had almost equal representation, at 63 (male) and 62 (female) respectively. In terms of relative qualification levels, Figure 6 shows that black researchers with PhD degrees (41) do not only outnumber white researchers with the same degree (21), but that the relative percentage of black researchers with a PhD (52%) is also higher than the comparative percentage in the case of white researchers (46%). Figure 6 also shows that there has been an increase over time in the relative percentage of research staff that have not yet obtained a Master's degree.

Figure 6: Proportions of researchers (excluding interns) with Master's degree or PhD, 2005/06 to 2007/08



More detailed information on progress made in relation to staff representativeness, analysed according to race categories, gender and disability, and according to different levels and categories of staff is provided in Table 9 in section 6.

4.3 HSRC corporate social responsibility, research communication and outreach

4.3.1 Corporate social responsibility

The Council conceives the HSRC's social-responsibility obligations at the following levels:

- Intrinsically, as a non-profit public-sector entity, in the execution of its mandate;
- In the public-benefit orientation that informs the way in which it designs and executes projects and disseminates their results;
- In the additional community-oriented activities it might undertake; and
- In the conduct of its business affairs, including its relation to its staff as a public-sector employer, and its responsibility towards the environment – with particular reference to energy-saving measures.

At all four levels, the Council seeks to ensure that the HSRC is sensitive to the needs and interests of disadvantaged and marginalised groupings, usually by engaging with their representative organisations.

4.3.1 Corporate social responsibility continued

Social-benefit research mandate

The HSRC has social-responsibility obligations as an intrinsic part of its mandate, which is to benefit all South Africans through conducting and fostering policy-relevant social research. The strong focus on 'public purpose' research activities, as first rubric under PAITECS, underlines this commitment. By planning and undertaking research projects with the involvement of implementation networks, the likelihood of research implementation, intended to improve current conditions of practices, is enhanced. Research activities presented in the HSRC's Annual Report, provide an overview of the HSRC's commitment to undertake its public-purpose research in a socially responsible and beneficial manner.

Distinctive research approach

At the second level, the HSRC's Research Ethics Committee ensures that researchers provide participants in research projects with sufficient, relevant and understandable information before asking them to give or withhold consent to participate.

One of the reasons for establishing a distinct, cross-cutting GD unit, was to help 'mainstream' gender considerations in the HSRC's research activities and organisational-development priorities. The GD unit has played an important part in institutionalising gender-sensitivity training, and the recognition of prior experience in conducting research, or building research capacity with a gender lens.

Participatory approaches in the conception, implementation and dissemination stages of research enable researchers, where appropriate, to obtain inputs to adapt their research, recommendations and research implementation strategies to the needs of beneficiaries and users of research.

The HSRC has been adopting extra avenues of disseminating information, to try to improve the uptake of its research by the public and possible beneficiaries: For instance, the issuing of publications free of charge on the Internet, the use of other media such as videos and photographic exhibitions, the distribution to all high schools of the quarterly 'HSRC Review' containing accessible presentations of recent research outputs; and the translation of key parts of its Annual Report into official languages other than English. Regular engagement with decision-makers, including Parliamentary Portfolio Committees, also remains a priority. Web-based dissemination strategies are increasingly receiving attention, with several discussion portals launched or developed during the year under review. The pilot phase of a data curation project led to the placement of clean and appropriately described data sets from the 2003 Social Attitudes Survey in the public domain, together with online tools to enable easy manipulation of data by interested researchers within or outside the HSRC.

Community-oriented activities

Several research projects in the HSRC have spawned initiatives aimed at addressing the development needs of communities. So, for instance, the SAHA and CYFSD research programmes have appointed community-based counsellors to ensure that people involved in research focusing on social aspects of HIV and AIDS have access to appropriate counselling and support services.

A specific example of how involvement in large-scale, long-term research projects at community level may benefit communities in a variety of ways, is the series of research projects that will be managed from the Sweetwaters site, just outside Pietermaritzburg. Apart from research-based interventions and pilot studies that may benefit individuals and communities involved in the studies, the development of a cadre of research/community workers will create jobs and opportunities for development in the area. The project office is housed in a now-unused Bus Driver Training centre in the area, used by Rotary to run community projects. The monthly rental fee from the HSRC was used by the centre to help run a feeding scheme, a preschool, computer training and a women's micro-income quilting project.

The corporate publishing unit of the HSRC, the HSRC Press, has continued with a number of capacity-building initiatives. These include opportunities for practical training to selected interns participating in a publishing internship programme administered by the Publishing Association of South Africa (PASA), in association with the Media, Advertising, Publishing, Printing and Packaging Sector Education and Training Authority (MAPPSETA) and the universities of the Witwatersrand and Pretoria; offering training for postgraduate students at the universities of the Western Cape and Cape Town aimed at broadening interest in the field of scholarly publishing, and assistance from the editorial board in the development of some publications by providing practical guidelines for revision and supporting authors in developing a publishable manuscript by allowing, and deliberating on, resubmissions of promising work.

Examples of corporate activities benefiting from voluntary giving of staff have been described in section 3.

Organisational responsibility

The HSRC approved, and is implementing, a Code of Ethics to inform its business and research activities. The following serve as further examples of the HSRC's ongoing commitment to the economic, social and environmental aspects of the 'triple bottom line':

- In its procurement policy and practice the HSRC is committed to the promotion of Black Economic Empowerment (BEE) and the advancement of black-owned small, medium and micro-enterprises (SMMEs);
- The HSRC is involved in research capacity development through its research intern scheme, and other forms of short-term appointments in a research environment. Support service units such as the library and the HSRC Press provide workplace experience opportunities to other students;
- As part of its three-year employment equity strategy, the HSRC is rolling-out an employment equity awareness strategy that includes an awareness campaign and training; and
- With the assistance of a service provider, the HSRC has in place a wellness programme. This contains an AIDS-intervention programme for all permanent employees and their immediate family members, including informative materials on the provision of antiretroviral drugs and medical monitoring, and a 24-hour hotline. A successful employee Wellness Day was managed jointly by the Corporate Communications and HR units of the HSRC during 2007/08. During 2007/08, a funeral protection plan for employees and their dependants was introduced by the HSRC, at no cost to the employees.

Environmental responsibility and energy-saving initiatives

On the environmental side, energy-saving initiatives receive ongoing attention, as described in more detail below. Paper recycling in the Pretoria office is facilitated by the sorting of waste on the point of collection by cleaning service providers, and a service level agreement with the provider of shredding services to the office. The use of the video-conference centre and telecommunication facilities is reducing the need for air and surface travel, savings that also contribute to a cleaner and safer environment.

Energy-saving mechanisms have been in place for several years. Since the installation of a small Building Management System (BMS) in 1996, the HSRC has achieved considerable savings in energy consumption and associated costs. The following additional measures were introduced during 2007/08, to assist in meeting the national target of a 12% reduction in energy consumption by 2015 for all economic sectors:

- In the Pretoria building, during the period March 2007 to February 2008, the HSRC has reduced energy consumption from an average of 12000kWh per day to 11200kWh per day. This represents a saving of 8,5%. As part of Demand Side Management (DSM) the HSRC has reduced maximum demand peak from 1300KVA to 1200KVA and is kept under 1200KVA by

4.3.1 Corporate social responsibility continued

internal load shedding procedures for the building. When the peak of 1200KVA is almost reached, high energy consumption equipment is ripped off by the BMS to maintain this level and avoid exceeding this 1200KVA predetermined peak. Since the HSRC building is almost fully occupied, this maximum demand peak can be sustained for now. Further improvement in DSM is only possible by improving equipment efficiency that will require substantial capital expenditure. Energy management training and awareness programmes for building occupants will further contribute to DSM and will be rolled-out in 2008/09, but can be expected to have a lesser effect.

- The HSRC has less control over energy-saving initiatives in Cape Town, Durban and other offices where premises are leased from private owners. The energy saved there was mainly due to awareness programmes educating staff in energy-saving techniques, such as switching off office lights and air conditioners when occupants are going to be out of the office for a while, and keeping office windows closed when air conditioning is running. Specific energy management training and awareness programmes are therefore planned for the Cape Town and Durban offices.

4.3.2 Research communication and outreach

At corporate level, units for publishing (the HSRC Press) and Corporate Communications play key roles in co-ordinating and facilitating research communication and outreach. These activities are closely related to the vision of the organisation, to become a 'knowledge hub' and further its public-purpose orientation.

The HSRC Press

The HSRC Press is a 'public benefit' publisher of works emanating from HSRC research activities. In line with the Council mandate outlined in the current HSRC Act, it also publishes other research-based works of exceptional quality in the fields of social and human sciences. As a not-for-profit publisher, the HSRC Press employs a dual-media publishing strategy, publishing simultaneously in print and online electronic formats. Print-based publications are promoted through conventional book distribution channels, while electronic publications are available for free on an Open Access basis.

Research publications produced by the HSRC Press range from edited, peer-reviewed books to monographs and client reports. Quality control of published book manuscripts is managed by an independent editorial board, which comprises members of the HSRC and external academics representing the broad field of social sciences and humanities research. The chairperson of the board is an experienced editor of scholarly publications, serving both on national and international editorial associations. Under the guidance of the board, all book manuscripts are subjected to stringent peer-review processes, comprising at least two double-blind peer reviews per publication, followed by deliberation at quarterly board meetings.

During the 2007/08 financial year, the HSRC Press produced a total of 27 publications with 17 in production at year-end. These publications comprised a mix of research monographs, occasional papers and books. During the previous financial year the HSRC Press produced 39 publications, with 11 in production at year-end.

For the financial year under review, 13 204 copies of printed publications were sold, which is virtually the same as the previous year. In addition to purchased copies, 17 640 publications were given to stakeholders. Therefore over 30 000 copies of the year's output have been disseminated in printed form. The HSRC Press held 42 launches or exhibits over the year, a slight increase from 40 held the previous year.

The download of free electronic copies increased to 54 755 from 46 109 in the previous year. Browsers reading online increased to 488 229 from 316 843. For the year under review visitors to the HSRC Press came from 185 different countries, suggesting that knowledge generated in South Africa reaches people across the world.

Corporate Communications

The Corporate Communications unit of the HSRC remains responsible for internal and external communication in the HSRC. It continued to provide support to the corporate HSRC and added value in raising the profile of the organisation. This was achieved through events, publications, conferences, exhibitions and content management of the HSRC web portal. As the custodian of the HSRC brand, Corporate Communications also manages media relations with the print and broadcast media industry. Support to research units and other departments in the HSRC increased tremendously through database support, graphics design (posters, brochures and pop-up banners for research programmes) and the selection of information brochures and gifts for visitors.

Activities to support internal communication continued during the year. Support was given to a number of events to bring staff together, including year-end and happy-hour events.

The annual Wellness Day, arranged in conjunction with the HR department and with the support from external service providers, took place in May 2007. The Wellness Day's theme was My body, Myself. This was in line with HSRC's determination to encourage healthy lifestyles and bring awareness to issues that impact quality of life, including physical health, mental health and social fitness. Several HSRC staff took HIV tests and also underwent free medical testing for high blood pressure, cholesterol and diabetics. A total of 380 employees participated in voluntary counselling and testing for HIV, and 268 benefited from screening on other aspects of health and well-being.

A new initiative to recognise outstanding achievements of HSRC staff was launched in 2007/08. A range of possible awards for individuals and teams were identified through a consultative process, and an open nomination process followed. The success of the first awards ceremony in 2007 has led to a decision to institutionalise this initiative in future.

External communication support continued and expanded on the front of support for stakeholder engagement. Apart from support for annual corporate signature events such as the launch of the HSRC Annual Report, Corporate Communications took the lead in organising the first structured and consultative meeting of HSRC research leaders with development partners, in May 2007. Areas of common interest and opportunities to address development challenges through strategic research-based interventions were identified. This first donor event was followed by several one-on-one engagements, where opportunities for future collaboration through the strategic sharing of resources were identified.

The *HSRC Review*, a quarterly news bulletin, which is now entering its sixth year, remains an important vehicle to disseminate information on HSRC research to a broad range of stakeholders. Print copies of the *HSRC Review* are distributed to more than 3 200 ambassadors, schools, municipalities, universities, national and international donor and funder organisations, Parliament, and heads of national and provincial government departments. The publication is available on the website and further distributed by means of electronic newsletters to almost 2 000 recipients. The *HSRC Review* has become an important dissemination tool to the media and a measurable spike in media reports follows every publication.

The HSRC received media coverage to the AVE, which is the monetary value attached to the free media publicity, of R59,3 million for both broadcast and print media during the year under review. This is down from the R71,9 million recorded in 2006/07.

The HSRC remains aware of the opportunities and challenges of communicating with stakeholders in a diverse society. The highlights from the Annual Report are regularly translated into more South African languages, to signal its commitment to serve a multi-lingual society. The HSRC has also been

commended by members of the Portfolio Committee on Science and Technology for the ability of researchers and research managers to communicate in indigenous languages when addressing the broadcast media.

5. Events between the financial year-end and the publication of this report

- The HSRC Bill as approved in September 2007 was not signed by the President of South Africa, but referred back to Parliament in May 2008, because of constitutional implications.
- The updated Shareholder's Compact, to cover the 2008/09 budget year, was signed on 29 May 2008.
- A DST-appointed selection committee to recommend short-listed names for the HSRC Council to the Minister of Science and Technology met in June 2008.

6. Achievement of performance targets

Performance targets for 2007/08 were aligned with the PAITECS strategy and associated indicators of performance. The extent to which the HSRC responded to challenges, and performed against predetermined targets, can be summarised as follows:

According to the PAITECS strategy, the HSRC was meant to focus its activities on the achievement of 14 selected indicators of performance. (Indicators 5, 6, 7 and 8 were treated as a 'cluster', recognising that the achievement of these indicators is interrelated.) It is clear that the HSRC did well in meeting, or exceeding the majority of these targets for 2007/08. Many of these targets were set at challenging levels from the outset, to signal organisational commitment, particularly in relation to equity and transformation at senior research levels.

Table 8: PAITECS targets and performance, 2007/08

	Target 2006/ 07	Perfor- mance 2006/ 07	Target 2007/ 08	Perfor- mance 2007/ 08	Additional comment
P Public purpose					
1 Percentage of all research projects that are conducted for the benefit of the public	80%	91,9%	90%	93,1%	This target has been met.
A Africa focus					
2 Percentage of all research projects with a budget of R1m or above, done collaboratively with African researchers in other parts of the continent	30%	33,3%	30%	31,3%	This target has been met.
3 Number of African research fellows at the HSRC	12	4	12	7	This target has not been met. An ongoing recruitment drive remains in place.

	Target 2006/ 07	Perfor- mance 2006/ 07	Target 2007/ 08	Perfor- mance 2007/ 08	Additional comment
I Implementation networking					
4 Percentage of large research projects with implementation networks	40%	70%	50%	81,3%	This target has been met.
T Transformation: Equity and representativeness					
5 Percentage of all researchers at senior level (SRS and above) who are African	37,8%	25,3%	40% (or higher)	37,1%	This target has not been met Please note: 5,6,7 and 8 are related indicators. The composite target for black researchers at senior level (combination of Indicators 5, 6 and 7) has been met See above.
6 Percentage of all researchers at senior level (SRS and above) who are coloured	8,9%	10,7%	9%	10,0%	See above.
7 Percentage of all researchers at senior level (SRS and above) who are Indian	6,7%	9,3%	6%	10,0%	See above.
8 Percentage of all researchers at senior level (SRS and above) who are white	46,6%	54,7%	45%	42,9%	This target has been met See above.
9 Attrition of permanent staff at the HSRC	12% (or lower)	11,3%	11% (or lower)	14,6%	This target has not been met
10 Percentage of (all) staff trained in gender sensitivity	50%	57,2%	60%	76,2%	This target has been met.
E Excellence					
11 Peer-reviewed publications in an international journal, per senior researcher (SRS and above)	0,85	1,11	1,1	0,67	This target has not been met.
12 Peer-reviewed publications in a recognised journal per junior researcher (RS and lower)	0,45	0,35	0,5	0,67	This target has been met.

Table 8: PAITECS targets and performance, 2007/08 continued

	Target 2006/ 07	Perfor- mance 2006/ 07	Target 2007/ 08	Perfor- mance 2007/ 08	Additional comment
C Capacity building					
13 Number of interns enrolled in a Master's programme	35	29	40	46	This target has been met.
14 Number of interns enrolled in a PhD programme	20	20	25	35	This target has been met
15 Number of post-doctoral fellowships	10	4	12	10	This target has not been met.
S Sustainability: Contracts and grants obtained					
16 Percentage of grants that are extra-Parliamentary	60%	63,8%	61%	59,5%	This target has not been met.
17 Percentage of all grants that are multi-year (at least three years)	35%	46,2%	35%	55,4%	This target has been met.

Out of 13 different PAITECS Indicators, 8 were met or exceeded. In relation to the composite indicator of representativeness at senior researcher level (Indicators 5, 6, 7 and 8 above) it should be noted that the target for the individual sentinel indicator (staff at SRS/SRM level or above who are African) has not been met. However, the target for relative representation of black researchers (composite African, Indian and coloured) researchers at this level has been met for the first time in the history of the HSRC.

Table 9 on pages 147 to 152 contains a slate of detailed performance indicators and associated targets. Some of these detailed targets have been deliberately idealistic. The Council is satisfied that the HSRC has performed well in respect of each of these targets.

With a combined score of 18 out of 30 clusters of performance indicators, the HSRC did well in responding to each of the targets it had set itself in a challenging year. Where targets have been missed, the margin was relatively small. With respect to specific indicators or clusters of indicators against which performance has been lower than anticipated, the following should be noted:

- Achievement of external income targets: The HSRC managed to contain expenditure to counter the relatively lower levels of external income achieved during 2007/08. It remains committed to its strategy to contain growth on the external income side, while focusing on opportunities to raise more long-term forms of funding, also via the Parliamentary grant. With regard to the lower level of external income achieved per staff member, it should be noted that this can also be attributed to the growth in contract staff appointed for one year or longer during 2006/07.
- Representativeness at senior levels: The HSRC has made rapid progress in terms of overall staff representativeness. In the research component, it has met and achieved its targets; in the senior research component it has met the overall target in relation to black representativeness. At executive director level, the target will be achieved in 2008/09.

- Achievements of targets related to research excellence: The HSRC has done exceptionally well compared to any international targets, when it comes to the number of peer-reviewed articles per researcher. During 2007/08 the more junior component managed for the first time to achieve the publication targets set for staff at the level SR/SM or lower. This bodes well for the future of the organisation.

Table 9: HSRC performance against comprehensive set of key performance indicators for 2007/08

No	Strategic objective	Key performance indicator	Performance 2005/06	Target 2006/07	Achievement 2006/07	Target 2007/08	Achievement 2007/08
P Public purpose ('Stakeholder perspective')							
1.	SENTINEL PAITECS INDICATOR	Percentage of all research projects that are conducted for the benefit of the public (regardless of the source of funding)	New indicator	80%	91,9%	90%	93,1%
A Africa focus ('Stakeholder perspective')							
2.	SENTINEL PAITECS INDICATOR	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	New indicator	30%	33,3%	30%	31,3%
3.	SENTINEL PAITECS INDICATOR	Number of visiting research fellows from elsewhere in Africa at the HSRC	New indicator	12	4	12	7
I Implementation networking ('Internal business processes')							
4.	SENTINEL PAITECS INDICATOR	Percentage of large research projects with implementation networks	New indicator	40%	70%	50%	81,3%
Other 'internal business processes'							
5.		Known successful proportion of total competitive tender/ funding applications submitted, at May	51%	35%	52,4%	40%	50%
6.		Free media coverage	R70,4 m	R30 m	R71,9 m	R40 m	R59,32 m

Table 9: HSRC performance against comprehensive set of key performance indicators for 2008/09 continued

No	Strategic objective	Key performance indicator	Performance 2005/06	Target 2006/07	Achievement 2006/07	Target 2007/08	Achievement 2007/08
7.		Productivity of HSRC investment in its employees: external research earnings per head (all staff on 'permanent payroll' – indefinite and longer-term contract appointments)	R424 630	R485 600	R346 125	R391 330	R279 802
8.		Share of payroll spent on researcher salaries	61%	60%	64%	59%	48%
9.	REQUIRED BY DST	Proportion of researchers in total staff	54%	50%	63,3%	50%	63,6% (research technical staff included with researchers)
10.	REQUIRED BY DST (DST formulation: Ratio of overhead costs to total costs)	Overhead efficiency: Ratio of non-overhead costs to total costs	0,71	0,75	0,72	0,75	0,74
11.	REQUIRED BY DST	Salaries to total expenditure	52%	44%	50,4%	44%	49,9%
T	Transformation: Equity and representativeness	('Transformation')					
12.	SENTINEL PAITECS INDICATORS (a) (i) (ii) (iii) and (iv)	Transformation at senior researcher level: a. % black researchers (SRS/SRM or above) <i>i</i> % African <i>ii</i> % coloured <i>iii</i> % Indian <i>iv</i> % white b. % female researchers (SRS/SRM or above)	New indicator	53,4%	45,3%	55%	57,1%
				37,8%	25,3%	40%	37,1%
				8,9%	10,7%	9%	10%
				6,7%	9,3%	6%	10%
				46,6%	54,7%	45%	42,9%
				42%	40,0%	45%	41,4%

No	Strategic objective	Key performance indicator	Performance 2005/06	Target 2006/07	Achievement 2006/07	Target 2007/08	Achievement 2007/08
		c. % researchers (SRS/SRM or above) with a disability		2%	2,7%	2%	2,9% 5 out of 7 sub-targets achieved
13.	SENTINEL PAITECS INDICATOR	Attrition rate of permanent staff	New indicator	12%	11,3%	11%	14,1%
14.	SENTINEL PAITECS INDICATOR	Percentage of staff trained in gender sensitivity	New indicator	50%	57,2%	60%	76,2%
15.	REQUIRED BY DST: Black (overall) Female Disabled	Overall staff representativeness: a. % black staff: overall <i>i. % African</i> <i>ii. % coloured</i> <i>iii. % Indian</i> <i>iv. % white</i> b. % female staff c. % staff with a disability	65% 41% 15% 9% 35% 57% 1%	68% 46% 14% 8% 32% 55% 1,5%	70,8% 51,4% 12,8% 6,7% 29,2% 59,7% 1,1%	70% 48% 14% 8% 30% 54% 2%	77,3% 60,3% 11,3% 5,7% 22,7% 59,9% 1% 6 out of 7 sub-targets achieved
16.	REQUIRED BY DST: Black (overall) Female Disabled	Research staff representativeness (interns and research technical staff excluded): a. % black research staff <i>i. % African</i> <i>ii. % coloured</i> <i>iii. % Indian</i> <i>iv. % white</i> b. % female research staff c. % research staff with a disability	51% 27% 12% 12% 49% 48% 1,7%	57% 38% 10% 9% 43% 49% 2%	64,2% 44,2% 10,9% 9,1% 35,8% 52,7% 1,2%	60% 41% 10% 9% 40% 50% 2%	63,2% 42,4% 11,2% 9,6% 36,8% 49,6% (50% if rounded) 1,6% 6 out of 7 sub-targets achieved

Table 9: HSRC performance against comprehensive set of key performance indicators for 2008/09 continued

No	Strategic objective	Key performance indicator	Performance 2005/06	Target 2006/07	Achievement 2006/07	Target 2007/08	Achievement 2007/08
17.	REQUIRED BY DST: Black (overall) Female Disabled	Executive management representativeness (EDs, DEDs & CEO): a. % black executive managers <i>i. % African</i> <i>ii. % coloured</i> <i>iii. % Indian</i> <i>iv. % white</i> b. % female executive managers c. % disabled executive managers	55% <i>9%</i> <i>9%</i> <i>36%</i> <i>(45%)</i> 45% N/a	70% <i>30%</i> <i>10%</i> <i>30%</i> <i>(30%)</i> 50% N/a	63,6% <i>18,2%</i> <i>9,1%</i> <i>36,4%</i> <i>(36,4%)</i> 45,5% N/a	80% <i>40%</i> <i>15%</i> <i>25%</i> <i>(20%)</i> 50% N/a	71,4% <i>42,9%</i> <i>0%</i> <i>28,6%</i> <i>28,6%</i> 42,9% N/a 2 out of 6 targets achieved
E	Excellence	('Learning and growth')					
18.	SENTINEL PAITECS INDICATOR	Peer-reviewed publications in an internationally accredited scientific journal, per senior researcher (SRS or above)	New indicator	0,85	1,11	1,10	0,67
19.	SENTINEL PAITECS INDICATOR	Peer-reviewed publications in a scientific journal per researcher, RS or lower	New indicator	0,45	0,22	0,50	0,67
20.	REQUIRED BY DST	Number of books, journal articles, reports (per average researcher head): a. all researchers b. black researchers <i>i. African</i> <i>ii. coloured</i> <i>iii. Indian</i> <i>iv. white</i> c. female researchers	3,79 4,32 <i>3,37</i> <i>4,50</i> <i>6,69</i> <i>New</i> 4,02	3,5 3,5 <i>3,5</i> <i>3,5</i> <i>3,5</i> <i>(3,5)</i> 3,5	2,63 2,58 <i>2,60</i> <i>3,06</i> <i>4,54</i> <i>3,65</i> 2,70	3,8 3,8 <i>3,8</i> <i>3,8</i> <i>3,8</i> <i>3,8</i> 3,8	3,36 2,47 <i>2,48</i> <i>3,00</i> <i>5,17</i> <i>5,24</i> 3,51 4 out of 7 targets achieved

No	Strategic objective	Key performance indicator	Performance 2005/06	Target 2006/07	Achievement 2006/07	Target 2007/08	Achievement 2007/08
21.	REQUIRED BY DST	Number of refereed journal articles per average researcher head:					
		a. all researchers	0,99	0,9	0,82	1,1	0,87
		b. black researchers	1,03	0,9	0,94	1,1	0,74
		<i>i. African</i>	1,00	0,9	1,02	1,1	0,73
		<i>ii. coloured</i>	1,08	0,9	1,13	1,1	0,79
		<i>iii. Indian</i>	1,08	0,9	1,77	1,1	1,67
		<i>iv. white</i>	<i>New</i>	<i>(0,9)</i>	<i>0,98</i>	<i>1,1</i>	<i>1,47</i>
		c. female researchers	0,93	0,9	0,79	1,1	0,84
							2 out of 7 targets achieved
22.	REQUIRED BY DST	Human capital: Proportion of researchers (excluding interns and fieldworkers) with Master's degree or PhD:					
		a. all researchers	90%	92%	93,5%	95%	84,0%
		b. black researchers	87%	92%	93,8%	95%	80,0%
		<i>i. % African</i>	91%	92%	97,3%	95%	81,1%
		<i>ii. % coloured</i>	79%	92%	92,9%	95%	85,7%
		<i>iii. % Indian</i>	86%	92%	85,7%	95%	75%
		<i>iv. % White</i>	<i>(New)</i>	<i>(92%)</i>	<i>93,1%</i>	<i>95%</i>	<i>89,1%</i>
		c. female researchers	89%	92%	97,7%	95%	79,0%
C	Capacity building	('Learning and growth')					
23.	SENTINEL PAITECS INDICATOR	Number of interns (research trainees) enrolled in a Master's programme	New indicator	35	29	40	46
24.	SENTINEL PAITECS INDICATOR	Number of interns (research trainees) enrolled in a PhD programme	New indicator	20	20	25	35
25.	SENTINEL PAITECS INDICATOR	Number of post-doctoral fellowships (research associates)	New indicator	10	4	12	10

Table 9: HSRC performance against comprehensive set of key performance indicators for 2008/09 continued

No	Strategic objective	Key performance indicator	Performance 2005/06	Target 2006/07	Achievement 2006/07	Target 2007/08	Achievement 2007/08
26.	REQUIRED BY DST	Staff enrolled towards relevant further qualifications: a. research staff enrolled towards Master's degree or PhD, as percentage of research staff without such degrees b. % of interns enrolled towards Master's degree or PhD c. % of administrative staff enrolled towards higher education qualifications	33%	60%	45,2%	60%	34%
			65%	70%	56,8%	75%	45%
			15%	40%	12,9%	40%	15%
S	Sustainability: Contracts and grants obtained	('Financial')					
27.	SENTINEL PAITECS INDICATOR REQUIRED BY DST ('Dependency ratio')	Percentage of (research) grants that are extra-Parliamentary – ring-fenced amounts allocated as part of MTEF included with Parliamentary grant. <i>NB to note: Ring-fenced funding included with external research earnings, until 2005/06</i>	New indicator (58% with ring-fenced)	60%	63,8%	61% at RP level (after top -slice)	47% at HSRC level 59,5% at RP level (after top -slice)
28.	SENTINEL PAITECS INDICATOR	Percentage of all (research) grants that are multi-year – at least three years	New indicator	35%	46,2%	35%	55,4%
29.		Achievement of income target: External research income <i>NB to note: Ring-fenced funding included with external research earnings, until 2005/06</i>	R119 m	R152 m	R124,6 m	R141 m	R113,6 m
30.		Variance in budgeted expenditure: Surplus or deficit for year, as % of turnover	0,7%	5%	2,1%	5%	2,9%

Statement of financial performance

for the year ended 31 March 2008

	Notes	2008 R'000	2007 R'000
Continuing operations			
Research revenue	1.1	113 628	124,605
Research cost	1.2	(40 963)	(49 811)
<hr/>			
Gross research income		72 665	74 794
Parliamentary grants	2.2	101 797	96 979
Parliamentary grants ring-fenced	2.3	28 667	10 500
Other income	3	20 234	13 476
<hr/>			
		223 363	195 749
Administrative expenses	4	(63 962)	(66 475)
Staff costs	5.1	(128 132)	(104 057)
Other operating expenses	6	(19 459)	(16 412)
Depreciation	7	(4 191)	(3 794)
<hr/>			
Surplus for the year		7 619	5 011

Statement of financial position

as at 31 March 2008

	Notes	2008 R'000	2007 R'000
Assets			
Non-current assets			
Property, plant and equipment	8.1	91 029	87 944
Intangible assets	8.2	1 394	1 476
Operating lease		255	46
		92 678	89 466
Current assets			
Inventories	9	3 631	3 268
Trade and other receivables	10	35 854	33 447
Prepayments and advances	11	1 820	946
Cash and cash equivalents	12	46 864	29 393
Operating lease		50	-
		88 219	67 054
Total assets		180 897	156 520
Net assets and liabilities			
Capital and reserves			
Net assets		97 905	90 286
Deferred income	16	13 669	3 566
		111 574	93 852
Current liabilities			
Trade and other payables	17	19 374	19 604
Income received in advance	18	39 839	33 017
Provisions	19	10 110	9 748
Operating lease		-	299
		69 323	62 668
Total net assets and liabilities		180 897	156 520

Statement of changes in net assets

for the year ended as at 31 March 2008

	Surplus funds R'000	Capital funds R'000	Deferred income R'000	Total R'000
Balance at 1 April 2006	10 225	75 050	4 331	89 606
Net surplus for the year	5 011	-	-	5 011
Portion of Parliamentary grants utilised to acquire depreciable fixed assets for the year	-	-	2 335	2 335
Transfer to surplus fund	385	(385)	(3 100)	(3 100)
Balance at 1 April 2007	15 621	74 665	3 566	93 852
Net surplus for the year	7 619	-	-	7 619
Allocated from income during the year	-	-	-	-
Portion of Parliamentary grants utilised to acquire depreciable fixed assets for the year	-	-	12 746	12 746
	-	-	(2 643)	(2 643)
Balance at 31 March 2008	23 240	74 665	13 669	111 574

Cash flow statement

for the year ended 31 March 2008

	Notes	2008 R'000	2007 R'000
Cash flows from operating activities			
Cash receipts from customers		270 667	240 618
Cash paid to suppliers and employees		(252 069)	(226 821)
Net cash inflows from operating activities	20	18 598	13 797
Cash flows from investing activities			
Proceeds on disposal of property, plant and equipment		-	42
Proceeds from investment		6 229	2 483
Acquisition of property, plant and equipment		(7 356)	(2 832)
Net cash outflows from investing activities	21	(1 127)	(307)
Net increase in cash and cash equivalents		17 471	13 490
Cash and cash equivalents at the beginning of the year		29 393	15 903
Cash and cash equivalents at the end of the year	12	46 864	29 393

Accounting policies

for the year ended 31 March 2008

1. Accounting policies

The Annual Financial Statements have been prepared on the historical cost basis, except for the measurement of certain financial instruments at fair value and include the following principal accounting policies, which in all material aspects are consistent with those applied in the previous year, except as otherwise indicated.

1.1 Basis of presentation

The Financial Statements have been prepared in accordance with the South African Statements of Generally Accepted Accounting Practice (GAAP) including any interpretations of such statements issued by the Accounting Practices Board, with the prescribed Standards of Generally Recognised Accounting Practices (GRAP) issued by the Accounting Standards Board replacing the equivalent GAAP Statement as follows:

Standard of GRAP	Replaced statement of GAAP
GRAP 1: Presentation of Financial Statements	AC101: Presentation of Financial Statements
GRAP 2: Cash flow statements	AC118: Cash flow statements
GRAP 3: Accounting policies, changes in accounting estimates and errors	AC103: Accounting policies, changes in accounting estimates and errors

(a) Terminology differences:

Standard of GRAP	Replaced statement of GAAP
Statement of financial performance	Income statement
Statement of financial position	Balance sheet
Statement of changes in net assets	Statement of changes in equity
Net assets	Equity
Surplus/deficit for the period	Profit/loss for the period
Accumulated surplus/deficit	Retained earnings
Contributions from owners	Share capital
Distributions to owners	Dividends
Reporting date	Balance sheet date

(b) The cash flow statements can only be prepared in accordance with the direct method.

(c) Specific information such as:

- (i) receivables from non-exchange transactions, including taxes and transfers;
- (ii) taxes and transfers payable;
- (iii) trade and other payables from non-exchange transactions;
must be presented separately on the statement of financial position.

(d) The amount and nature of any restrictions on cash balances is required to be disclosed. Paragraph 11 - 15 of GRAP 1 has not been implemented as the budget reporting standard is in the process of being developed by the international and local standard setters. Although the inclusion of budget information would enhance the usefulness of the Financial Statements, non-disclosure will not affect fair presentation.

1.2 Presentation Currency

These Financial Statements are presented in South African Rands, since that is the currency in which the majority of the entity's transactions are denominated.

1.3 Revenue

Revenue is recognised to the extent that it is probable that the economic benefits will flow and 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. The following specific recognition criteria must also be met before revenue is recognised:

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.

Other income

Revenue from the sale of goods is recognised when significant risk and rewards of ownership of goods are transferred to the buyer. Revenue from royalties are recognised on an accrual basis in accordance with the substance of the relevant agreement. Rental income is recognised in accordance with the stipulations of the rental agreement.

Interest income

Revenue is recognised as interest accrued using the effective interest rate.

Parliamentary grants

Parliamentary grants are recognised in the year to which they relate, once reasonable assurance has been obtained that all conditions of the grants have been complied with and the grants have been received.

Parliamentary grants for depreciable and non-depreciable assets

- **Depreciable assets**
Current year Parliamentary grants in respect of depreciable assets (excluding buildings) are allocated to income over the period of and in proportion to the depreciation, which is written off against such assets. A corresponding amount in respect of the relevant non-depreciable assets disposed of during the year is also allocated to income in the period in which it is disposed of. The balance of the Parliamentary grants not recognised in the income statement is disclosed as deferred income.
- **Non-depreciable assets**
Parliamentary grants in respect of non-depreciable assets are allocated to income when received. A corresponding amount is then transferred from income funds to capital funds as an appropriation of accumulated funds per the statement of changes in net assets.

1.4 Property, plant and equipment

Freehold land and buildings

Freehold land and buildings are accounted for separately.

Freehold land

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

Freehold buildings

Buildings will be treated as owner-occupied property. Owner-occupied property will be stated at fair value less depreciation.

The HSRC identified the following major components of buildings.

- Lifts
- Telephone system
- Fixtures
- Building

The annual depreciation rates applied to the various components of buildings are:

	Useful life
• Lifts	20 years
• Telephone system	10 years
• Fixtures	15 years
• Building	100 years

Valuation method

A valuation method of owner-occupied property will be performed every three years, based on the income capitalisation method. The market value is determined from the ability of the property to produce a rental income taking into account the expenses to produce, 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 capital funds.

Equipment and vehicles

Artwork is treated as an investment and is not depreciated; it is carried at fair value.

All other types of equipment are stated at cost less accumulated depreciation and impairment losses.

The depreciation is calculated at rates considered appropriate to reduce the cost of asset less residual value over their estimated useful life. Residual values and estimated useful lives are revised annually.

The annual depreciation rates applied to the various categories of equipment are:

	Useful life
• Motor vehicles	5 years
• Office equipment	15 years
• Computer and other equipment	5 years
• Library books and manuscripts	20 years

All assets that were bought with donor funds or grants, except freehold land and buildings, and that were donated to the community of termination of the project, are depreciated fully over the lifetime of the project.

1.5 Intangible assets

Software is classified as intangible assets. Initial expenditure on software is recognised at cost and capitalised. Subsequently 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 asset less residual value over its estimated useful life. Residual values and estimates useful lives are revised annually.

The expected life of the software is 20 years.

1.6 Inventories

Inventories are valued at the lower of cost price or net realisable value. The net realisable value is the net of the selling price, during normal business, less any completion costs or selling costs. Cost is determined on the weighted average method. Inventories are made up of one category, namely publications.

1.7 Operating leases

Lease agreements are classified as operating leases where substantially the entire risks and rewards incident to ownership remain with the lessor. Lease income is recognised on a straight-line basis over the lease term. Costs incurred in earning lease income are charged against income. Initial direct costs incurred specifically to obtain the operating lease are written off when incurred.

1.8 Retirement benefit

Pensions are provided for employees by means of three 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) and the Temporary Employees Pension Fund (TEPF), only the Council's contributions to the respective pension funds are recognised in the statement of financial performance.

1.9 Post-retirement medical aid benefits

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.

1.10 Deferred income

Parliamentary grants in respect of certain depreciable assets are allocated to income over the period of, and in proportion to, the depreciation written off against such assets. A corresponding amount in respect of the relevant non-depreciable assets disposed of during the year is allocated to income in the period in which it is disposed of. The balance of Parliamentary grants not recognised in the Statement of Financial Performance is disclosed as deferred income. Other funds, including prior period surplus funds that are utilised in respect of the acquisition of depreciable assets, are not treated as deferred income.

1.11 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.

1.12 Capital funds

A Parliamentary grant in respect of non-depreciable assets is allocated to income when it is received. A corresponding amount is then transferred from income funds to capital funds as an appropriation of accumulated funds per the statement of changes in net assets. Other funds, including prior period surplus funds, that are utilised in respect of the acquisition of non-depreciable assets are not accounted for in capital funds.

1.13 Provisions

Provisions are raised when a present legal or constructive obligation exists as a result of a past event and it is probable that an outflow of resources will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

1.14 Financial instruments

The HSRC's financial instruments are cash and cash equivalents, trade and other receivables and trade and other payables.

The following table shows the classification of the HSRC's principal instruments together with their carrying value:

Financial instrument	Classification	Carrying amount 2008 R'000	Carrying amount 2007 R'000
Cash and cash equivalents	Loans and receivables	46,864	29,393
Trade and other receivables	Loans and receivables	28,848	20,850
Trade and other payables	Financial liabilities	19,374	19,604

Recognition

Financial instruments are initially recognised using the trade date accounting method.

Financial assets

Financial assets are classified at fair value through surplus or deficit, loans and receivables, or held to maturity investment, as appropriate. When financial assets are recognised initially, they are measured at fair value.

The HSRC determines the classification of its financial assets on initial recognition and, where allowed and appropriate, re-evaluates this designation at each financial year.

Impairment of financial assets

The HSRC assesses at each reporting date whether a financial asset or group of financial assets is impaired.

Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. After initial measurement, loans and receivables are carried at amortised cost using the effective interest method less any allowance for impairment. Gains and losses are recognised in profit or loss when the receivables are derecognised or impaired, as well as through the amortisation process.

Assets carried at amortised cost

In relation to trade receivables, a provision for impairment is made when there is objective evidence (such as the probability of insolvency or significant financial difficulties of the debtor) that the HSRC will not be able to collect all of the amounts due under the original terms of the invoice. The carrying amount of the receivable is reduced through use of an allowance account. Impaired debts are derecognised when they are assessed as uncollectible.

Cash and cash equivalents

Cash and short-term deposits in the statement of financial position comprise cash at banks and on hand 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.

Cash and cash equivalents are recognised at cost.

Financial liabilities

Payables

Payables are initially recognised at fair value. After initial recognition, payables are subsequently measured at amortised cost using the effective interest method. Gains and losses are recognised in the statement of financial performance.

1.15 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.

1.16 Impairment of 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.

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 capital funds.

An impairment deficit is recognised for cash-generating units if the recoverable amount of the units is less than the carrying amount of the units. The impairment deficit is allocated to reduce the carrying amount of the assets of the unit in the following order:

- first, to reduce the carrying amount of any goodwill allocated to the cash-generating unit, and
- then, to the other assets of the unit, pro rata on the basis of the carrying amount of each asset in the unit.

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.

Notes to the annual financial statements

for the year ended 31 March 2008

	2008 R'000	2007 R'000
1.1 Research revenue		
Rendering of services:		
Private sector	2 949	2 943
Public corporations	10 647	4 636
Public sector	31 088	45 306
International funding agencies	66 949	68 047
National funding agencies	1 525	2 675
Professional services	470	998
Total	113 628	124 605
1.2 Research cost		
Direct labour expense	10 507	17 096
Direct research cost	30 456	32 715
Total	40 963	49 811
2. Parliamentary grants		
2.1 Total Parliamentary grants allocation from DST:		
Parliamentary grants	100 917	97 038
VAT portion	19 705	12 335
Parliamentary grants ring-fenced	39 827	10 500
	160 449	119 873
2.2 Grant allocation as per statement of financial performance		
Parliamentary grants	101 797	96 979
Parliamentary grants received	101 603	96 214
Plus: Transferred from deferred income	194	765
2.3 Special Parliamentary grants		
Special Parliamentary grants	28 667	10 500
Less: Rolled over portion	39 827	10 500
	(11 160)	-
Total	130 464	107 479

	2008	2007
	R'000	R'000
3. Other income		
Rental income	8 724	7 034
Product sales	1 256	798
Interest	6 229	2 483
Non-research related income	4 025	3 161
Total	20 234	13 476

The HSRC's rental income is derived from rental of office space and parking to the Department of Social Development as well as from rental of conference facilities.

4. Administrative expenses

General expenses	62 389	65 859
Auditor's remuneration	1 462	802
Audit fees - external	875	265
- internal	621	537
Net foreign exchange losses/(gains)	77	(186)
Total	63 962	66 475

5. Staff costs

5.1 Wages and salaries	118 728	96 260
Defined benefit pension plan expense	128	93
Defined contribution plan	8 772	7 164
Social contributions (employer's contributions)	62	60
- Official unions and associations		
Post-retirement medical benefit	442	480
Total	128 132	104 057

5.2 Non-benefit portion of salaries	10 507	17 096
(Direct labour expense refer to Note 4)		
Total	138 639	121 153

Notes to the annual financial statements continued

5.2 Non-benefit portion of salaries continued

Council members and executive management remuneration

2008	Council members fees R	Projects R	Executive management remuneration Basic salary R	Total R
Council members				
Ms PN Gasas	2 083	-	-	2 083
Professor GJ Gerwel (Chair)	11 204	-	-	11 204
Dr P Gobodo-Madikizela	-	-	-	-
Professor WE Morrow	28 043	-	-	28 043
Mr ME Motala	36 447	-	-	36 447
Mr SM Pityana	-	-	-	-
Mr MV Sisulu	12 262	-	-	12 262
Professor EC Webster	8 354	-	-	8 354
Ms P Ntombela-Nzimande	14 108	-	-	14 108
Mr T Makwetu	22 190	-	-	22 190
Executive member				
Dr O Shisana (President and CEO)	-	-	1 677 400	1 677 400
Senior management				
Executive directors*	-	-	7 928 563	7 928 563
Total	134 691	-	9 605 963	9 740 654
2007 Total	116 703	207 330	9 718 890	10 042 923

* Executive directors of the HSRC as on 31 March 2008 are listed below:

2008

Dr M Altman
 Mr MJ de Klerk
 Prof. AM Habib (until 31/08/07)
 Prof. MJ Kahn
 Dr A Kanjee
 Dr T Masilela
 Dr U Pillay
 Prof. LM Richter
 Dr L Rispel (until 31/01/08)
 Mr G Makakane (01/07/07 to 20/03/08)
 Dr KM Kondlo
 Dr V Reddy

	2008	2007
	R'000	R'000
6. Other operating expenses		
Staff training and development	1 167	2 156
Legal fees	298	328
Maintenance, repairs and running costs	13 900	9 942
– Property and buildings	(4)	(247)
– Machinery and equipment	4 910	1 614
– Other maintenance repairs and running costs	8 994	8 575
Entertainment expense	759	378
Fruitless and wasteful expenditure (fraud)	-	57
Loss on disposal of assets	-	842
Non-research related expenses	3 335	2 709
Total	19 459	16 412

7. Depreciation (Including amortisation)

Lifts	158	158
Telephone system	72	72
Fixtures	3	3
Building	655	651
Leasehold property	379	321
Motor vehicles	196	185
Office equipment	992	(443)
Computer and other equipment	1 654	2 767
Software	82	80
Library books and manuscripts	-	-
Total	4 191	3 794

8. Non-current assets

8.1 Property, plant and equipment

	Total	Land	Lifts	Telephone systems	Fixtures	Buildings	Leasehold property	Artwork	Motor vehicles	Office and other furniture	Computer equipment	Library books
	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000
2008												
Opening net carrying amount	87 944	5 138	3 002	617	44	67 316	642	240	706	3 558	6 681	-
- Gross carrying amount	123 576	5 138	3 334	765	51	68 712	1 449	240	1 263	7 059	30 839	4 726
- Accumulated depreciation	(35 632)	-	(332)	(148)	(7)	(1 396)	(807)	-	(557)	(3 501)	(24 158)	(4 726)
Additions	7 356	-	-	-	2 058	498	1 764	-	587	536	1 913	-
Disposal and adjustments	(162)	-	-	-	-	-	-	(43)	(258)	102	37	-
- Carrying amount	(3 215)	-	-	-	-	-	-	(43)	(453)	(2 110)	(609)	-
- Accumulated depreciation	3 053	-	-	-	-	-	-	-	195	2 212	646	-
Depreciation	(4 109)	-	(158)	(72)	(3)	(655)	(379)	-	(196)	(319)	(2 327)	-
Closing net carrying amount	91 029	5 138	2 844	545	2 099	67 159	2 027	197	839	3 877	6 304	-
- Gross carrying amount	127 717	5 138	3 334	765	2 109	69 210	3 213	197	1 397	5 485	32 143	4 726
- Accumulated depreciation	(36 688)	-	(490)	(220)	(10)	(2 051)	(1 186)	-	(558)	(1 608)	(25 839)	(4 726)

	Total	Land	Lifts	Telephone systems	Fixtures	Buildings	Leasehold property	Artwork	Motor vehicles	Office furniture	Computer equipment	Library books
	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000
2007												
Opening net carrying amount	89 352	5 138	3 160	689	47	67 967	950	240	891	2 744	7 526	-
- Gross carrying amount	121 304	5 138	3 334	765	51	68 712	1 436	240	1 263	6 688	28 951	4 726
- Accumulated depreciation	(31 952)	-	(174)	(76)	(4)	(745)	(486)	-	(372)	(3 944)	(21 425)	(4 726)
Additions	2 348	-	-	-	-	-	13	-	-	371	1 964	-
Disposal and adjustments	(42)	-	-	-	-	-	-	-	-	-	(42)	-
- Carrying amount	(76)	-	-	-	-	-	-	-	-	-	(76)	-
- Accumulated depreciation	34	-	-	-	-	-	-	-	-	-	34	-
Depreciation	(3 714)	-	(158)	(72)	(3)	(651)	(321)	-	(185)	443	(2 767)	-
Closing net carrying amount	87 944	5 138	3 002	617	44	67 316	642	240	706	3 558	6 681	-
- Gross carrying amount	123 576	5 138	3 334	765	51	68 712	1 449	240	1 263	7 059	30 839	4 726
- Accumulated depreciation	(35 632)	-	(332)	(148)	(7)	(1 396)	(807)	-	(557)	(3 501)	(24 158)	(4 726)

Notes to the annual financial statements continued

8.1 Property, plant and equipment continued

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 2006 by an independent valuer, Mr Nico Fenwick of Fenwick Valuations, 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.

	2008 R'000	2007 R'000
8.2 Intangible assets		
Software		
Opening net carrying amount	1 476	1 072
– Gross carrying amount	1 641	1 157
– Accumulated amortisation	(165)	(85)
Additions	-	484
Amortisation	(82)	(80)
Closing net carrying amount	1 394	1 476
– Gross carrying amount	1 641	1 641
– Accumulated amortisation	(247)	(165)

9. Inventories

Finished goods	3 631	3 268
Total	3 631	3 268

10. Trade and other receivables

Trade receivables	38 127	34 112
Less: Allowance for doubtful debts	(4 557)	(2 609)
Trade receivables (Net)	33 570	31 503
VAT input	2 284	1 944
Total	35 854	33 447

	2008	2007
	R'000	R'000
11. Prepayments and advances		
Prepayments	1 820	946
Total	1 820	946

12. Cash and cash equivalent

Cash and cash equivalents comprise cash and short-term highly liquid investments that are held with registered banking institutions with maturities of three months or less and that are subject to insignificant interest rate risk. The carrying amount of these assets approximates to their fair value.

Cash at bank	14 576	1 470
Cash on hand	30	30
Short-term investments	32 258	27 893
Total	46 864	29 393

Included in the short-term investments are the following funds invested on behalf of donors:

Conflict and Governance Facility	-	339
Ford Foundation	1 207	490
Department of Social Development	-	854
Canadian International Development Agency	-	450
WK Kellogg Foundation	-	4 941
Royal Netherlands Embassy	5 318	-
Department of Science and Technology	6 045	-
Other	13 108	13 224
	25 678	20 298
Short-term investments	6 580	7 595
Total short-term investment	32 258	27 893
Cash at bank	14 576	1 470
Cash on hand	30	30
Total cash and cash equivalents	46 864	29 393

As required in Sections 7(2) and 7(3) of the Public Finance Management Act, the National Treasury has approved the local bank where bank accounts are held.

13. Pension funds

Pension benefits are provided by membership of the Associated Institutions Pension Fund (AIPF), the Government Employees Pension Fund (GEPF) and the HSRC Pension Fund (HSRCPF). The AIPF and GEPF are government institutions. The state has assumed responsibility for any under-funding of these funds. The HSRCPF is a defined benefit and a defined contribution retirement fund that provides lump-sum payments and pensions to retiring staff and/or their dependants as well as death and disability benefits. The HSRCPF is registered in terms of the Pension Funds Act 1956 (as amended).

13. Pension funds continued

The administrators of the fund, ABSA Consultants and Actuaries, completed an additional interim valuation of the fund to coincide with the HSRC financial year-end. For the purpose of this valuation, the assets in respect of the defined contribution members (233 members) were taken into account at full market value as these members are now entitled to the full market value of their investments achieved under the HSRCPF. The total value of the assets of the defined contribution members, as at the valuation date, amounted to R70, 289 million.

With regard to the pensioners and the three members entitled to defined benefits, the assumptions made regarding the expected trajectory of the HSRCPF included number of deaths, withdrawals or early retirements. These assumptions as well as expected rates of salary increase, return on investment and operational costs, were used to calculate the discounted value of the accrued liabilities for all of the defined benefit members on the interim valuation date for comparison with the available assets of the HSRCPF (See table hereafter). On this basis, the accrued liability of the HSRCPF to these members as at the additional interim valuation date amounted to R2,161 million.

	Defined benefit pension fund	
	2008	2007
	R'000	R'000
13.1 Pension fund valuation		
Present value of funded liabilities	2 161	1 729
Fair value of plan assets	(10 416)	(9 962)
Funded status	(8 255)	(8 233)
Actuarial gains	(694)	1 285
Net asset	(8 949)	(6 948)
Number of members	3	3

The apportionment of the surplus will be completed with the finalisation of the statutory valuation of the fund for October 2005, therefore the asset cannot be determined at 31 March 2008.

13.2 Principal actuarial assumptions

	%	%
Valuation rate	9.3	7.7
Inflation rate	6.8	5.0
Salary increase rate	7.8	6.0
Expected investment return rate	10.8	9.0

13.2.1 Valuation rate of interest

IAS19 requires that the interest rate be determined by the current market yield of government bonds. The discount rate was based on the yield of the R186 government bond.

13.2.2 General inflation rate

The difference between the yield on a fixed interest government bond and the yield on an index-linked government bond will give an indication of the inflation expectation in the market. For this purpose, the yield on the R186 fixed interest government bond and the R197 index-linked government bond as at each of the given valuation dates were used.

13.2.3 Salary inflation

It is the opinion of the actuary that over the long term, salary inflation will exceed general inflation by 1.0% per annum. Allowance was also made for the merit increases used in the statutory valuation of the HSRCPF.

13.2.4 Expected investment return

The expected rate of return was determined by referring to the expected long-term rate of return on the different asset classes. It was assumed that investment returns will exceed general inflation by 4.0% after allowing for investment-related expenses.

13.2.5 Pension increases

Provision for future increases in pension payments were made to the extent that the investment return exceeds a rate of 6% per annum and is consistent with the provision made during the previous statutory valuation of the HSRCPF.

13.2.6 Demographic assumptions

The demographic assumptions used are consistent with those used in the previous statutory valuation of the HSRCPF. These assumptions are not affected by market conditions but rather by the actual experience under the fund.

	2008 R'000	2007 R'000
	HSRC defined benefit pension fund	HSRC defined contribution fund
	%	%

13.3 Pension fund members

Members as a percentage of total employment	0.74	0.82
Contribution rate	28.30	28.30
Member's contribution (% of pensionable salary)	8.00	8.00
Employer contribution (% of pensionable salary)	20.30	20.30

13.4 Active members

	2008 Females	2008 Total	2007 Females	2007 Total
13.4.1 Defined benefit members				
Number of members	3	3	3	3
Annual salary (R'000)	433	433	366	366
Salary weighted average age	59.6	59.6	58.6	58.6
Salary weighted average service	13.8	13.8	12.7	12.7

13.4 Active members continued

	2008 Females	2008 Total	2007 Females	2007 Total
13.4.2 Pensioners				
Number of pensioners	2	2	2	2
Annual pension (R'000)	22	22	21	21
Salary weighted average service	66.5	66.5	65.5	65.5

13.5 Valuation of assets and obligations

The value placed on the assets of the Fund for valuation purposes should be determined on a basis which is consistent with the valuation basis used to determine the obligations of the Fund. The value placed on the assets of the Fund in respect of the defined benefit category was calculated by increasing the assets of R9 962 000 as at 31 March 2007, plus contributions less benefits paid, all inclusive with investment return of 3.8% per annum. The investment return of 3.8% per annum was the net return earned on the Balanced portfolio managed by Advantage.

Cash flows and membership data as provided by the administrators of the Fund was used. A summary of the membership data used is set out below.

The method used to place a value on the Fund's future obligations (the Projected Unit Credit Method) is consistent with the requirements of IAS19.

	2008 R'000	2007 R'000
The results of the calculations as at 31 March 2008 compared with the results as at 31 March 2007 were as follows:		
Total obligations	2 161	1 729
Value placed on assets	(10 416)	(9 962)
Surplus/(shortfall)	(8 255)	(8 233)
Funding level (%)	482.0	576.2

* Excludes defined contribution members' equitable shares to the amount of R70 289 000 as at 31 March 2008.

The economic benefit available to the employer in respect of assets in the Fund is subject to the terms and conditions of the Pension Funds Act. These results should therefore be read in conjunction with the Act, the rules of the Fund and the previous actuarial valuation report.

Furthermore, the utilisation of any surplus for the benefit of the employer is subject to the provisions of the Pension Funds Second Amendment Act of 2001.

During the period, the surplus apportionment scheme was submitted to the Financial Services Board. An amount of approximately R2 224 000 was set aside as at 1 October 2004 to be allocated to former members. This amount increased with investment return to approximately R4 106 000 as at 31 March 2007. A surplus Apportionment Cost Reserve Account of approximately R525 000 as at 1 October 2004 was furthermore also set aside for the potential cost of the surplus apportionment. This reserve increased to approximately R970 000 as at 31 March 2007. These amounts are included in the surplus shown above but could be seen as additional obligations as at 31 March 2007.

13.6 Cost of benefits accruing

The calculation relating to the cost and benefits that were paid or accrued in respect of employees during the financial period 1 April 2007 to 31 March 2008 are as follows:

	R'000
Cost of service-related benefits	139
Cost of death benefits	25
Operational expenses	3
Total current service cost	167
Benefits paid in respect of this period	
Cost of death benefits	21
Operational expenses	25
Less: Reassurance recoveries	3
Net benefits	49
Employer contributions paid during the period (currently 20.3% of salaries) (3 employees)	87
Employer contributions paid during the period (currently 8% of salaries) (3 employees)	34
Total contributions	121
The above contributions exclude contributions in respect of members in the defined contribution category.	
Based on the above information, the actuarial gains/losses were calculated and the build-up of obligations and assets over the period are as follows:	
Obligation as at 31 March 2007 (excluding defined contribution members' equitable shares)	1 729
Interest cost	138
Current service cost	167
Benefits period	(49)
Actuarial loss/(gain) on obligation	176
Obligation as at 31 March 2008	2 161
Actual return on assets	382
Less: Expected return	(900)
Actuarial gain on assets	(518)
Fair value of assets as at 31 March 2007 (excluding defined contribution members' equitable shares)	9 962
Expected return	900
Contributions	121
Benefits paid	(49)
Actuarial gain/(loss) on assets	(518)
Fair value of assets as at 31 March 2008	10 416

In calculating the liability under the Fund, standard actuarial methodologies have been applied, all based on the information provided to the actuaries.

The salary weighted average future working lifetime of the active members entitled to benefits on a defined, was calculated as 1.3 years.

14. Post-retirement medical benefits

14.1 Defined contribution plan

As from 1 August 1997, post-retirement medical benefits are 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.

14.2 Voluntary contributions

Currently the HSRC contributes voluntarily to the current continuation members (88 members) an average amount of R492 per month. There is one member in active employment who is entitled to this contribution after continuation as at 31 March 2008. If this contribution was guaranteed by the HSRC, the actuarial accrued liability would have been R3,759 million.

14.3 Liabilities

The liabilities for 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 2007. The next assessment of the liabilities needs to be performed at the next financial year-end.

14.4 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.

The membership details of the members in active employment and who are entitled to a subsidy after continuation as at reporting date:

	2008	Number of members 2007	2008	Average past service - years 2007
Male members	1	1	17.3	16.3
Female members	-	-	-	-
Total/weighted average	1	1	17.3	16.3

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 2007.

Details of the continuation members as at reporting date:

	2008	Number of members 2007	2008	Average subsidy per month 2007	2008	Average weighted age - years 2007
Male members	41	40	588	593	73.2	71.8
Female members	47	50	411	411	76.0	74.5
Total/weighted average	88	* 90	492	492	74.4	73.1

* Included are two new members which were not included in the data provided as at 31 March 2007.

14.5 Valuation results

The results of the current valuation compared to the results as at 31 March 2007 are as follows:

	2008 R'000	2007 R'000
14.5.1 Accrued liabilities		
Liabilities in respect of:		
Members in active employment	86	82
Current continuation members	3 673	4 258
Total	3 759	4 340

Notes to the annual financial statements continued

14.5.1 Accrued liabilities continued

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.

Costs for the period 1 April 2007 to 31 March 2008:

	Interest cost R'000	Service cost R'000
Members in active employment	6 000	5 000
Current continuation members	328 000	-
Total	334 000	5 000

The accrued liabilities of active members increased, by approximately 5%, 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%.
- The liabilities have increased by approximately 2% due to higher 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 11%.

The decrease observed in respect of the accrued liabilities of current continuation members of approximately 15% 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 8%.
- One new member was not included in the data provided as at 31 March 2007. The inclusion of this member led to an increase in accrued liabilities of approximately 1%.
- The ageing of the continuation member population as well as the higher than expected decrease in the continuation members led to a reduction in accrued liabilities of approximately 8%.

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:

Accrued liabilities

Assumption	Variation	Accrued liability in respect of active members R'000	change in total accrued liability %
Medical inflation	+ 100 basis points	105	21.2
Medical inflation	- 100 basis points	71	(17.3)

The liability in respect of current continuation members remains R3 673 000 under both scenarios, since it is not affected by medical inflation.

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 R'000	3% increase R'000	5% increase R'000
Liabilities in respect of:			
Members in active employment	94	114	141
Current continuation members	3 889	4 405	5 077
Total	3 983	4 519	5 218

14.6.1 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.

14.6.2 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 government bond, as at 31 March 2007. The inflation rate is based on the difference between an appropriate index-linked bond, the R197, and the R186 government bond. Medical inflation is expected to exceed general inflation by 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 2007 which are consistent with the requirements of IAS19:

	2008 % per annum	2007 % per annum
Discount rate	9.3	7.7
Expected investment return	10.8	9.0
General inflation rate	6.8	5.0
Medical inflation rate	9.8	8.0
Subsidy increase rate, in respect of continuation members	-	-

14.6.3 Withdrawals

No withdrawal assumptions were used for the valuation

14.6.4 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.

15. Uncovered foreign currency monetary items

At 31 March 2008, the HSRC had the following foreign exchange currency transaction not covered by forward exchange contracts:

British pound		Euro		US dollar		Canadian dollar	
2008 '000	2007 '000	2008 '000	2007 '000	2008 '000	2007 '000	2008 '000	2007 '000
			Rand				
-	0.29	-	10	2	302	-	5
-	3	-	97	12	2 202	-	31

16. Deferred income

Government grants received, to be recognised in future accounting periods

	2008 R'000	2007 R'000
Balance at the beginning of the year	3 566	4 331
Portion of grant used to acquire depreciable assets	12 746	2 335
	16 312	6 666
Less : Allocated to statement of financial performance	(2 643)	(3 100)
Portion deferred at year-end	13 669	3 566

17. Trade and other payables

Trade creditors	990	9 125
Accruals	18 268	10 363
Deposits	116	116
Total	19 374	19 604

The Council considers that the carrying amount of trade and other payables approximates to their fair value

18. Income received in advance

DST	5 204	6 555
RNE	2 484	6 268
DGIS	-	1 049
WK Kellogg Foundation	1 317	1 927
World Bank	4 035	-
Other funding agencies	26 799	17 218
Total	39 839	33 017

Income received in advance relates to research work still to be completed in the new financial year.

	Salary and related expense provision	Legal cost	Total
19. Provisions			
Opening balance	9 519	229	9 748
Provisions made during the year	591	(229)	362
Closing balance	10 110	-	10 110

The leave pay and bonus provision relates to the HSRC's estimated liabilities arising as a result of services rendered by employees.

	2008 R'000	2007 R'000
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20. Net cash outflows from operating activities

Surplus for the year	7 619	5 264
Adjusted for:		
– Depreciation on property, plant and equipment	4 191	3 794
– Loss on disposal of property, plant and equipment	162	-
– Investment income	(6 229)	(2 483)
– Increase in provisions	2 310	1 662
– Transfer to deferred income (Net)	10 103	(765)
Operating cash flows before working capital changes	18 156	7 472
Working capital changes	442	6 325
– Increase in inventories	(363)	(1 245)
– Decrease/(increase) in receivables	2 467	(12 927)
– (Decrease)/increase in payables	(1 662)	20 497
Net cash inflows from operating activities	18 598	13 797

21. Net cash outflows from investing activities

Interest received	6 229	2 483
Proceeds on disposal of property, plant and equipment	-	42
Acquisition of property, plant and equipment	(7 356)	(2 832)
Net cash outflows from investing activities	(1 127)	(307)

22. Operating lease arrangements

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 R0,126 million per month. The contract is expected to include an annual escalation of 9% in the rental.

	2008 R'000	Up to 1 year 2007 R'000	2008 R'000	1 to 5 years 2007 R'000
Future minimum lease payments	2 132	1 937	6 167	8 300

The HSRC also leased property in Durban from Alliance Properties. The lease agreement expired on 30 April 2006, the new lease agreement is expected to be signed in June 2006 and it should be effective as from 1 May 2006 and the lease period is expected to be three years. The lease payment is expected to be R0,038 million with a 10% escalation clause.

	2008 R'000	Up to 1 year 2007 R'000	2008 R'000	1 to 5 years 2007 R'000
Future minimum lease payments	630	572	53	683

The HSRC also leased property from Diversified Properties 2 (Proprietary) Limited at the corner of York and Sutherland Street, Umtata. The lease is effective from October 2007 and will expire on September 2008. The lease payment is R0,014 million per month.

	2008 R'000	Up to 1 year 2007 R'000	2008 R'000	1 to 5 years 2007 R'000
Future minimum lease payments	89	-	-	-

The operating lease undertaken between the HSRC, as the lessor and the 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 R1,077 million per month with an annual escalation of 9%.

	2008 R'000	Up to 1 year 2007 R'000	2008 R'000	1 to 5 years 2007 R'000
Future minimum lease payments	10 291	-	12 159	-

A lease agreement was signed with Standard Bank for lease of a vehicle; the agreement was made effective from 4 October 2005 and for a period of three years. An amount of R0,123 million (incl. VAT) was paid upfront and the lease payment is R0,003 million over 38 months.

	2008 R'000	Up to 1 year 2007 R'000	2008 R'000	1 to 5 years 2007 R'000
Future minimum lease payments	-	36	-	55

	2008 R'000	2007 R'000
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23. Capital expenditure

Approved by management, but not yet contracted	14 017	13 100
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The capital expenditure is to be financed as follows:

Internally-generated funds and grants approved for capital expenditure	14 017	13 100
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24. Financial instruments

Financial assets		
Cash and cash equivalents	46 864	29 393
Trade receivables	27 652	20 850
Total financial assets	74 516	50 243

Financial liabilities		
Trade payables	19 374	19 604
Total financial liabilities	19 374	19 604

25. Financial risk management

The main risks arising from the HSRC's financial instruments are market risk, liquidity risk, credit risk and foreign exchange risk management.

Credit risk

The HSRC trades only with recognised, creditworthy third parties. It is the HSRC's policy that all customers who wish to trade on credit terms are subject to credit verification procedures. In addition, receivables balances are monitored on an ongoing basis with the result that the HSRC's exposure to bad debts is not significant. The maximum exposure is the carrying amounts as disclosed in Note 10. There are no significant concentration of credit risk within the HSRC.

With respect to credit risk arising from the other financial assets of the HSRC, which comprise cash and cash equivalents, the HSRC's exposure to credit risk arises from default of the counterparty, with a maximum exposure equal to the carrying amount of these instruments. The HSRC's cash and cash equivalents are placed with high credit quality financial institutions, therefore the credit risk with respect to cash and cash equivalents is limited.

25. Financial risk management continued

Exposure to credit risk

The maximum exposure to credit risk at the reporting date from financial assets was:

R'000	2008	2007
Cash and cash equivalents	46 864	29 393
Trade and other receivables	28 848	20 850
Total	75 712	50 243

Concentration of credit risk

The maximum exposure to credit risk for financial assets at the reporting date by credit rating category was as follows:

2008 R'000	AAA and government	Unrated
Cash and cash equivalents	46 864	
Trade and other receivables		28 848

2007 R'000	AAA and government	Unrated
Cash and cash equivalents	29 393	
Trade and other receivables		20 850

The following table provides information regarding the credit quality of assets which may expose the HSRC to credit risk:

2008 R'000	Neither past due nor impaired	0 - 2 months	More than 2 months	Carrying value
Cash and cash equivalents	46 864			46 864
Trade and other receivables	28 848	20 119	8 729	28 848

2007 R'000	Neither past due nor impaired	0 - 2 months	More than 2 months	Carrying value
Cash and cash equivalents	29 393			29 393
Trade and other receivables	20 850	15 734	5 116	20 850
Market risk				

Market risk

Market risk is the risk that changes in market prices, such as the interest rate will affect the value of the financial assets of the HSRC.

Interest rate risk

The HSRC's exposure to interest risk is managed by investing, on a short-term basis, in current accounts.

Liquidity risk

Liquidity risk is the risk that the HSRC would not have sufficient funds available to cover future commitments. The HSRC regards this risk to be low; taking into consideration the HSRC's current funding structures and availability of cash resources.

The following table reflects the HSRC's exposure to liquidity risk from financial liabilities:

2008	Carrying amount	Total cash flow	Contractual cash flow within 1 year
Other financial liabilities	19 374	19 374	19 374

2007	Carrying amount	Total cash flow	Contractual cash flow within 1 year
Other financial liabilities	19 604	19 604	19 604

Net gains and losses on financial instruments

The following table presents the total net gains or losses for each category of financial assets and financial liabilities:

2008	Designated at fair value R'000	Total R'000
Interest income	6 868	6 868
Foreign exchange losses	(77)	(77)
Total net gains recognised in the statement of financial performance	6 791	6 791

2007	Designated at fair value R'000	Total R'000
Interest income	2 483	2 483
Foreign exchange gains	186	186
Total net gains recognised in the statement of financial performance	2 669	2 669

25. Financial risk management continued

Foreign exchange risk management

The Council does not hedge foreign exchange transactions due to the contractual arrangement which effectively designates transactions in ZAR. Most invoices are processed in ZAR to avoid these differences.

Sensitivity analysis

The HSRC is exposed to interest rate changes in respect of returns on its investments with financial institutions and interest payable on finance leases contracted with outside parties.

A change in the market interest rate at the reporting date would have increased / (decreased) the surplus for the year by the amounts below:

2008	Change in investments	Increase / Decrease in net surplus for the year	
		Upward change	Downward change
Cash and cash equivalents	1%	211	(211)

2007	Change in investments	Increase / Decrease in net surplus for the year	
		Upward change	Downward change
Cash and cash equivalents	1%	90	(90)

26. 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.

The following is a summary of transactions with related parties during the year and balances due at year-end:

	Services rendered		Services received		Amounts due from	
	2008 R'000	2007 R'000	2008 R'000	2007 R'000	2008 R'000	2007 R'000
Major public entities						
ARC Roodeplaat	6	-	-	-	6	-
Council for Higher Education	-	-	-	-	-	-
The Development Bank of Southern Africa Limited	250	251	-	50	-	1
Educational Labour Relations Council (ELRC)	-	100	-	-	-	-
Eskom	-	27	-	-	-	-
Film and Publications Board	204	204	-	-	-	-
Independent Development Trust	246	740	-	-	-	740
Industrial Development Corp. of South Africa Limited	473	1 421	-	-	-	474
Media Advertising Publishing Printing Packaging SETA	-	599	-	-	-	-
Medical Research Council	68	72	-	-	-	-
MINTEK	-	46	-	-	-	46
National Development Agency	753	-	-	-	-	-
National Heritage Council	35	65	-	-	-	65
National Research Foundation	-	-	-	-	-	-
National Advisory Council on Innovation	572	-	-	-	-	-
National Electronic Media Inst.	4	-	-	-	-	-
SABC	-	50	-	-	-	-
SALGA	-	-	-	-	-	-
SASSETA	2 000	-	-	-	-	-
Stats SA	268	-	-	-	-	-
The SA National Roads Agency	-	-	-	-	-	-
South African Revenue Service	-	1 790	-	-	-	-
State Information Technology Agency (SITA)	-	76	-	-	-	76
The Universal Service and Access Agency of SA	2	-	-	-	-	-
The Water Research Commission	68	890	-	-	-	286
Wholesale and Retail SETA	-	699	-	-	-	-
Total	4 949	7 030	-	50	6	1 688

26. Related parties continued

National government business enterprises

	Services rendered		Services received		Amounts due from	
	2008 R'000	2007 R'000	2008 R'000	2007 R'000	2008 R'000	2007 R'000
CSIR – African Advanced Institute for information	-	35	-	-	-	-
CSIR – BioSciences	-	20	-	40	-	-
CSIR – Built Environment Unit	1 824	573	-	-	-	574
CSIR – Central Library Service	11	-	-	-	-	-
CSIR – Defence, Peace, Safety and Security	109	90	-	-	-	90
CSIR – Environmentech Pretoria	89	134	-	-	-	134
CSIR – Meraka	120	-	-	-	-	-
CSIR – Natural Resources and the Environment	-	31	-	156	-	-
Total	2 153	883	-	196	-	798
Provincial public entities	-	-	-	-	-	-
Eastern Cape Socio- Economic Consultative Council (ECSECC)	4	315	-	-	-	158
Total	4	315	-	-	-	158
Grand total	7 106	8 228	-	246	6	2 644

27. Income tax exemption

The HSRC is currently exempt from income tax in terms of section 10(1)(a) of the Income Tax Act, 1962.

28. Critical management assumptions and judgements

Accumulated surpluses

As at 31 May 2008, the HSRC had not received a response from National Treasury with respect to their request to retain the accumulated surplus to cover future expenditure. The HSRC assumes that approval will be granted to retain its surplus funds and has therefore not made any provision for the repayment of surplus funds of R97 905 or any portion thereof to Treasury.

Ring-fenced grants received

The HSRC has not provided for the repayment of the unspent portion of ring-fenced grants received during the year in respect of capital investment and expenditure. The HSRC has already committed the majority of the funds on capital investments (Refer to Note 23).

Provision for doubtful debts

The HSRC has provided for doubtful debts and is of the opinion that the provision raised is reasonable and sufficient to cover any potential irrecoverable amounts in respect of services rendered.

29. Statement of Compliance

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

- GRAP 4 – The Effects of Changes in Foreign Exchange Rates (not applicable)
- GRAP 5 – Borrowing Costs (not applicable)
- GRAP 6 – Consolidation and Separate Financial Statements (not applicable)
- GRAP 7 – Investments in Associate (not applicable)
- GRAP 8 – Interest in Joint Ventures (not applicable)
- GRAP 9 – Revenue from Exchange Transactions (not applicable)
- GRAP 10 – Financial Reporting in Hyperinflationary Economies (not applicable)
- GRAP 11 – Construction Contracts (not applicable)
- GRAP 12 – Inventories
- GRAP 13 – Leases
- GRAP 14 – Events after the Reporting Date
- GRAP 16 – Investment Property (not applicable)
- GRAP 17 – Property, Plant and Equipment
- GRAP 18 – Segment Reporting (not applicable)
- GRAP 19 – Provisions, Contingent Liabilities and Contingent Assets
- GRAP 23 – Revenue from Non-exchange Transactions (Taxes and Transfers) (not applicable)
- GRAP 24 – Presentation of Budget Information in Financial Statements
- GRAP 100 – Non-current Assets held for Sale and Discontinued Operations (not applicable)
- GRAP 101 – Agriculture (not applicable)
- GRAP 102 – Intangible 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 and those that are relevant are to a greater extent similar in application and disclosure as the GAAP standards applied currently.

The above-mentioned statements will be implemented on 1 April 2009.

30. Comparative figures

The comparative figures in respect of the disclosure of the equalisation of certain operating leases have been restated. The relevant information in respect of the operating leases were not available in the previous year.

31. Contingent liability

The HSRC has requested approval from National Treasury to retain its surplus funds. The surplus funds would be utilised to cover future expenditure. The HSRC has as yet not received a response from National Treasury regarding the retention of the surplus funds. If approval is not granted by National Treasury, the surplus funds of R97 905 or a portion thereof should be reimbursed to National Treasury.

The Human Sciences Research Council

report of the Audit Committee

for the year ended as at 31 March 2008

We are pleased to present our report for the financial year ended 31 March 2008.

Audit Committee Members and Attendance:

The Audit Committee of the HSRC (the "Committee") consists of the members listed hereunder and is required to meet 4 times per annum as per its approved terms of reference. During the year under review, 4 meetings were held.

Name of member	Number of meetings attended
Mr SM Pityana (Chair)	4
Mr A Mashifane (from 25/07/07)	2
Mr RJ Page-Shipp	3
Ms R Xaba	4
Professor WE Morrow	3
Dr O Shisana (CEO and President)	4

The Committee's meetings have regularly included the internal auditors and representatives from the Auditor-General's Office.

Audit Committee responsibility

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

Accordingly, the Committee operates in accordance with the terms of the said charter and is satisfied that it has discharged its responsibilities in compliance therewith.

The Committee further reports that it has complied with its responsibilities arising from **section 51(1)(a) of the Public Finance Management Act** (the "PFMA") and **Treasury Regulation 271**.

The effectiveness of internal control

The system of control 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 Committee and management with assurance that the internal controls are appropriate and effective. This is achieved by means of the risk management process, as well as the identification of corrective actions and suggested enhancements to the controls and processes.

During the year under review, there was no report of significant or material non-compliance with prescribed policies and procedures (either by qualification or emphasis of matter or both) from any of the various reports obtained from the Internal Auditors, the management letter of the Auditor-General, as well as the Audit Report on the Annual Financial Statements. Accordingly, the Committee reports that the system of internal control for the year under review was efficient and effective.

The quality of in year management and monthly/quarterly reports submitted in terms of the PFMA and the Division of Revenue Act.

The Audit Committee is satisfied with the content and quality of monthly and quarterly reports prepared and issued by the Accounting Officer of the HSRC during the year under review.

Evaluation of 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 and the Accounting Officer;
- reviewed the Auditor-General’s management letter and management’s response thereto;
- reviewed changes in accounting policies and practices; and
- reviewed all adjustments resulting from the audit.

The Audit Committee concurs and accepts the Auditor-General’s conclusions on the Annual Financial Statements, and is of the opinion that the audited Annual Financial Statements be accepted and read together with the report of the Auditor-General.

List of acronyms

AERC African Economic Research Consortium	EU European Union	PAITECS Public purpose, Africa focus, Implementation networking, Transformation, Excellence, Capacity development, Sustainability
AICAD African Institute for Capacity Development	EUFP7 European Union Seventh Framework Programme	PEPFAR President's Emergency Plan for AIDS Relief
AMA African Migration Alliance	FIVIMS Food Insecurity and Vulnerability Information and Mapping	PFMA Public Finance Management Act
ANSA Affiliated Network for Social Accountability	GCIS Government Communication and Information System	PLWHA people living with HIV/AIDS
ASAP Africa's Social Accountability Profile	GD Gender and Development	PMTCT prevention of mother-to-child transmission
ASGISA Accelerated and Shared Growth Initiative for South Africa	GIS Geographical Information System	PRAESA Project for the Study of Alternative Education in South Africa
AVE advertising value equivalent	HAPS HIV and Alcohol Prevention in Schools	PSA Public Service Association
BEE Black Economic Empowerment	HR human resource	R&D Research & Development
BMS Building Management System	HSRC Human Sciences Research Council	RAPCAN Resources Aimed at the Prevention of Child Abuse and Neglect
CARLI Classroom Assessment Resources for Learning Improvement	IBSA India-Brazil-South Africa	RBM Research Business Meetings
CASP Centre on Africa's Social Progress	IDRC International Development Research Centre	RCO Risk and Compliance Officer
CASS Chinese Academy of Social Science	IFAS French Institute of South Africa	REC Research Ethics Committee
CD Capacity Development	ILO International Labour Organization	RMS Research Management System
CEO chief executive officer	IPDM Integrated Planning, Development and Modelling project	RNE Royal Netherlands Embassy
CeSTII Centre for Science, Technology and Innovation Indicators	IT information technology	RP research programme
CFO chief financial officer	JLICA Joint Learning Initiative on Children and HIV/AIDS	SADC Southern African Development Community
CHAMP Collaborative HIV/AIDS and Adolescent Mental Health Project	KPI key performance indicators	SAGE Study on Global Ageing and Adult Health
COHORTS Collaboration on Health Outcome Research in Transitional Societies	KS Knowledge Systems	SAHA Social Aspects of HIV/AIDS and Health
COO chief operating officer	LNP Literacy and Numeracy Project	SAHARA Social Aspects of HIV/AIDS Research Alliance
CRC Citizen Report Card	M&E monitoring and evaluation	SANAC South African National AIDS Council
CRO chief risk officer	MAPPSETA Media, Advertising, Publishing, Printing and Packaging Sector Education and Training Authority	SANPAD South Africa-Netherlands Research Programme on Alternatives in Development
CSIR Council for Scientific and Industrial Research	MDG Millennium Development Goal	SARS South African Revenue Service
CUBES Centre for the Urban Built Environment Study (Wits University)	MDP Municipal Development Partnership	SASAS South African Social Attitudes Survey
CUTS Consumer Unity and Trust Society	MHAPP Mental Health and Poverty Project	S&T Science & Technology
CYFSD Child, Youth, Family and Social Development	MOST Management of Social Transformation	SEKN Social Exclusion Knowledge Network
CODESRIA Council for the Development of Social Science Research in Africa	MoU Memorandum of Understanding	SES socio-economic survey
D&G Democracy and Governance	MSM men having sex with men	SET science, engineering and technology
DBSA Development Bank of Southern Africa	MTEF medium-term expenditure framework	SETI Science, Engineering and Technology Institution
DFID Department for International Development	Nepad New Partnership for Africa's Development	SMME small, medium and micro-enterprises
DoE Department of Education	NALA National Assessment of Learner Achievement	SOE state-owned enterprise
DoH Department of Health	NEQI National Education Quality Initiative	SOFIs State of the Future Indices
DSD Department of Social Development	NGO non-governmental organisation	TECL Towards the Elimination of Child Labour in South Africa
DPLG Department of Provincial and Local Government	NIAAA National Institute of Alcohol Abuse and Alcoholism	TIA Technology Innovation Agency
DSM Demand Side Management	NIF National Indicator Framework	UNAIDS The Joint United Nations Programme on HIV/AIDS
DST Department of Science and Technology	NIH National Institutes of Health	UNESCO United Nations Educational, Scientific and Cultural Organisation
DWAF Department of Water Affairs and Forestry	NIMH National Institute of Mental Health	UNFPA United Nations Population Fund
ED executive director	NIS national innovation systems	URED Urban, Rural and Economic Development
ECD Early Childhood Development	NRF National Research Foundation	WHO World Health Organization
EGDI Employment, Growth and Development Initiative	NSP National Strategic Plan	VCT voluntary counselling and testing
EPN Employment Policy Network	OECD Organisation for Economic Co-operation and Development	YPI Youth Policy Initiative
ESRC Economic and Social Research Council	OVC orphans and vulnerable children	
ESSD Education, Science and Skills Development	PACE Policy Analysis and Capacity Enhancement	
	PASA Publishers' Association of South Africa	
	PAU Policy Analysis Unit	

