



Human Sciences Research Council Annual Report 2006-2007



Human Sciences
Research Council
Annual Report
2006-2007



Social science that makes a difference



www.hsrc.ac.za

www.hsrc.ac.za

Contents

Vision and mission	01
The HSRC on the March	02
HSRC Council 2006/07	04
Consolidating gains and blazing new trails	05
The HSRC and the Parliamentary grant	10
Collaboration in Africa	14
Highlights of the Human Sciences Research Council's 2006/07 financial year	16
Research programmes	
Child, Youth, Family and Social Development	22
Democracy and Governance	28
Education, Science and Skills Development	32
Social Aspects of HIV/AIDS and Health	38
Urban, Rural and Economic Development	44
Knowledge Systems	50
Gender and Development	54
Policy Analysis Unit	58
Social Aspects of HIV/AIDS Research Alliance	60
Employment, Growth and Development Initiative	64
National Education Quality Initiative	68
Capacity Development	71
Support Services	72
Office of the CEO	75
HSRC conferences, colloquia and symposia	78
Recent users and funders	80
Research outputs 2006/07	82



Who we are

The HSRC is South Africa's statutory research council mandated to undertake, promote and coordinate policy-relevant, problem-oriented research in the human and social sciences. The public-purpose mandate of the HSRC is derived from the Human Sciences Research Act (Act 23 of 1968), as amended.

Some of the main functions of the HSRC are:

- to undertake, or promote and coordinate research on behalf of the state or any person or authority
- to advise the Minister (and key decisionmakers) in respect of the undertaking and the promotion of social scientific research and its utilisation for the benefit of the country
- to cooperate with departments of state, universities and other educational institutions, as well as other persons and authorities for the promotion and conduct of research
- to cooperate with persons and authorities in other countries conducting or promoting research in the human sciences
- to publish or cause to be published the publication of 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.

Project Manager
Mbali Mkhize

Editor
Ina van der Linde

Designed and produced by
eactiv

Printed by
Impress Web

Images
Guy Stubbs, Alexandra Renewal Project, South African Tourism, HSRC photo database

Material from this annual report may be freely quoted, provided that the source is fully acknowledged.

ISBN
978-0-621-37235-9

RP
RP128/2007

HSRC contact details

Postal address
Private Bag X41
Pretoria
South Africa 0001

Postal address
Private Bag X9182
Cape Town
South Africa 8000

Postal address
Private Bag X07
Dalbridge
South Africa 4014

Street address
134 Pretorius Street
Pretoria
South Africa 0002

Street address
14th floor
Plein Park Building
69-83 Plein Street
Cape Town
South Africa 8001

Street address
750 Francois Road
Intuthuko Junction
Cato Manor
Durban
South Africa 4001

Tel: +27 12 302 2000
Fax: +27 12 302 2001

Tel: +27 21 466 8000
Fax: +27 21 466 8001

Tel: +27 31 242 5400
Fax: +27 31 242 5401

Web address: www.hsrc.ac.za



Vision

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.

Mission

The HSRC is a non-partisan organisation that provides critical information to different roleplayers, 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.





Prof. Jakes Gerwel
Chair, HSRC Council

The HSRC on the march

The foregoing financial year has yet again been a period of significant achievements for the HSRC, and it is with a sense of pleasure and satisfaction that I write these words of introduction for the HSRC 2006/07 Annual Report.

The work of the HSRC is governed by three instruments: the Strategic Plan, which sets forth the vision, mission and programmatic objectives of the organisation; the Business Plan, which describes how the strategic plan will be operationalised; and the Shareholder's Compact, which is the agreement between the HSRC and the Minister of Science and Technology in which the HSRC undertakes to achieve specified outcomes and outputs, and the Minister undertakes to provide the necessary support in order to achieve those outcomes and outputs. In fulfilment of its oversight responsibility, the governing Council of the HSRC is guided by these three instruments in evaluating organisational performance.

Council takes pleasure in the significant achievements of the HSRC management and researchers during the period under review as summarised in this Annual Report. In the context of its fiduciary mandate, Council commends the HSRC for its successful mobilisation of the highest revenue since 2000/01, from both Parliamentary sources as well as from private contracts and grants, and for the prudent manner in which these resources have been managed, culminating in yet another unqualified audit by the Auditor-General. Council is not indifferent to the downside of the organisation's growing dependence on private sources of income in the last few years, but is satisfied that the organisation is taking the necessary precautions and measures to ensure financial sustainability over the long term. The HSRC has already demonstrated success in one of these measures, namely to ensure that a stated proportion of external income is derived from relatively large multi-year contracts.

Council's other primary oversight responsibility is to ensure that the HSRC serves the public purpose by generating research that informs and supports public policy relating to national priorities such as poverty, employment and growth, education, service delivery and HIV and AIDS. The HSRC has also been interested in interrogating the functioning of our democracy and serving as a resource for government in this regard, and has done sterling work to more directly benefit the lives of ordinary people – children, the youth and families. The HSRC's impressive endeavours in this regard are to be found in this Annual Report.

Council is also encouraged by the establishment of the Policy Analysis Unit (PAU) as a device to further serve the public purpose. The PAU was set up to analyse existing public policy to test its fitness-for-purpose, implementation and impact; to convene high-level forums involving the best brains in the respective fields for the interrogation of public policy with a view to contributing its effectiveness and impact; and to advise government and public entities on the best approaches to the priority challenges facing our country. The PAU has already begun to contribute in a significant way to productive public debate, and is making its presence felt in a variety of other ways.

South Africa is a leading proponent of African solidarity in the political and economic development of the people and countries of the continent. The HSRC has sought to parallel this trend, and Council salutes the HSRC's initiatives to reach out to scholars and researchers from other African countries to create partnerships for analysing and seeking solutions to common African socio-economic problems. This Annual Report documents various such fruitful collaborations in areas such as HIV and AIDS. The HSRC is further engaged in a variety of transcontinental alliances and partnerships, and in interactive relationships with NEPAD, SADC and other multinational bodies in the quest

for African social upliftment and the attainment of the Millennium Development Goals. Also praiseworthy is the initiative to bring visiting scholars from elsewhere in Africa to the HSRC for intellectual cross-pollination.

Council notes with satisfaction the HSRC's impressive contribution to new knowledge in the form of published work in peer-reviewed international journals, and the effort to inculcate scholarship in the younger generation of researchers.

All in all, Council is satisfied that the HSRC has been in substantial compliance with Council's expectations and with its own undertakings in the Business Plan for the period under review, and wishes to convey its congratulations to the HSRC CEO and her staff on the achievements of the period under review.

I take this opportunity to express my personal sense of obligation to my colleagues on the Council for their selfless dedication to the HSRC, taking time off their busy schedules to serve on the Council, its committees, and in a variety of other roles.

Finally, I wish to thank the Minister of Science and Technology, and the Director-General and his staff for their unflagging support and cooperation, without which the HSRC would be the poorer. For this, Council is truly grateful.



Professor Jakes Gerwel
Chair, HSRC Council

Council takes pleasure
in the significant
achievements of the
HSRC management and
researchers during the
period under review



HSRC Council 2006/07

Professor Jakes Gerwel (*Chair*)

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, the Institute for Justice and Reconciliation, South African Airways, Brimstone Investment, Africon Engineering, Life Healthcare, Media24; and Director of Naspers, Old Mutual and Distell.



Mrs Phumelele Ntombela-Nzimande

Director, SABC, formerly Deputy Director-General, Department of Communications, Postal Policy; Council member of the Universities of KwaZulu-Natal and Venda; Chair of the South African Postal Regulator and the Pan Africanist Postal Union Council.



Ms Nomboniso Gasa

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 machineries and masculinist representations of African cultures.



Mr Siphon Pityana

Executive Chairperson: Izingwe Capital (Pty) Limited; Chair of the Nelson Mandela Bay Development Agency; Vice-Chair of Aberdare Cables; Deputy Chair of the National Student Financial Aid Scheme; Director of Bytes Technology Group, Musuku Benefication Systems; Board member of Boxing SA.



Dr Pumla Gobodo-Madikizela

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 Institute for Justice and Reconciliation, and Healing of the Memories Institute; Director of Human Dialogue & Leadership.



Mr Max Sisulu

Group General Manager, Sasol; Board member of Imperial Holdings, Stocks Building Africa; Member of the Economic Advisory Council to the Premier of the Free State Province.



Professor Edward Webster

Professor of Sociology and Director of Sociology of Work Unit, University of the Witwatersrand (Wits); President of the Research Committee of Labour Movements for the International Sociological Association; top-rated National Research Foundation sociologist; Senior Fulbright Scholar, United States.



Mr Kimi Makwetu

Director, Deloitte & Touche, formerly Divisional Director (Finance), Liberty Life; Member of the Robben Island Museum Audit Committee; and formerly Trustee of Zanempilo Health Trust.



Dr Olive Shisana

HSRC President and CEO; formerly 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 Organisation, 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).



Professor Wally Morrow

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 Amalusi, and the accreditation committee of the CHE Higher Education Quality Committee.



Mr Enver Motala

Independent researcher and research-coordinator for institutions such as WK Kellogg Foundation, CSIR, Council on Higher Education, Higher Education South Africa, the Centre for Education Policy Development, the Nelson Mandela Foundation, NUFFIC and the Department of Trade and Industry.





Dr Olive Shishana
Chief Executive Officer
t +27 12 302 2006/
+27 21 466 7902
e oshisana@hsrc.ac.za

Consolidating gains and blazing new trails

This year, the HSRC has focused on aligning the activities and indicators of performance outlined in the approved business plan and strategic plan, with the reporting requirements set out in the Shareholder's Compact between the HSRC and the Minister of Science and Technology. The compact represents a formal agreement between the HSRC and the Minister, and describes the responsibilities and undertakings with regard to the mutual expectations of each party. When this Shareholder's Compact was signed for the first time in May 2006, the HSRC undertook to achieve specified outputs and outcomes during 2006/07.

In this section, we highlight HSRC achievements in the context of the Shareholder's Compact. The HSRC measures its performance in terms of indicators grouped under the acronym of **PAITECS**, which stands for **P**ublic-purpose mandate of the HSRC; **I**nternational collaboration with particular emphasis on collaborative research in **A**frica; explicit attention to the **I**mplementation and impact of research; ongoing and deepened **T**ransformation of the HSRC workforce; **E**xcellence and **C**apacity building in research, and **S**ustainability through securing of grants to support longer-term, large-scale research projects and programmes. This being the first year of implementation of this new performance evaluation system for the HSRC, the organisation has done well by attaining or exceeding nine out of fourteen (64,3%) of a set of quantified targets. The level of achievement per PAITECS category is summarised on pages 129 to 142 of this report. However, the numbers often do not tell the whole story, and for this reason it is necessary to provide some qualitative information.

Public purpose

Over the last year, we sought to consolidate and strengthen our public-purpose research activities, and substantially exceeded our numerical target for this indicator. In the following paragraphs, we present some examples of what was achieved.

The HSRC positioned itself to contribute to knowledge-based creation and implementation of policy on matters of national priority through the establishment of a Policy Analysis Unit (PAU). The PAU coordinates research, undertakes analytical work and convenes policy dialogues between and among policymakers, policy users, social science researchers, national and international subject experts and other stakeholders.

On the research front, the PAU served as coordinating point for a number of impact assessment studies on initiatives towards the achievement of Millennium Development Goals (MDGs) being conducted for the Department of Science and Technology (DST) by various HSRC research units. The MDG-related topics in question were:

- eradicating extreme poverty and hunger
- achieving improvements of conditions for people living in slums and informal settlements
- promoting universal access to primary education and eliminating gender disparity
- assessing the impact of gender policies and interventions on gender equality and women's empowerment in South Africa
- assessing the impact of HIV/AIDS prevention and care programmes.

Progress on these projects is reported elsewhere in this Annual Report.

With regard to policy analysis, extensive work was conducted on the financing of the health care system. The HSRC played a critical role in the development of policy options related to national health insurance, given the research evidence showing major disparities in access to medical aid and health services in South Africa. Another major activity in the policy arena has been the work done on employment and economic growth. The Employment

Consolidating gains and blazing new trails *continued*

Scenarios project, housed in the Employment, Growth and Development Initiative, has begun to provide critical insights on how best to address unemployment, ensure growth and reduce poverty. Some of these insights include the role of the public service in the labour market, the required scale of public works to meet AsgiSA (the Accelerated and Shared Growth Initiative for South Africa) employment targets, the constraints on manufacturing employment growth, and the need to be more forceful in expanding different types of service industries. This work also showed how the structure of production is important to poverty reduction, since some sectors inherently contribute to wage growth more than others.

The HSRC's Centre for Science, Technology and Innovation (CeSTII), housed in Knowledge Systems (KS), conducts national research and experimental development surveys for DST, which measure inputs into R&D activities in the country by government, state-owned companies and private business and other enterprises. CeSTII has developed indicators of South Africa's system of innovation that provide the basis for forward planning of financial and human resource inputs by the DST. In particular the four research and development surveys conducted by CeSTII over 2001/02 to 2005/06 have provided the time series data needed to scope the Ten Year Plan for Science and Technology currently under development by DST. The science and technology indicators also contribute to the international benchmarks of South Africa's competitiveness as calculated by the World Bank, World Economic Forum and the Organisation for Economic Cooperation and Development.

One of the HSRC's premier public purpose initiatives is the HSRC Press, unarguably the largest non-profit academic press in sub-Saharan Africa, which publishes and disseminates high-quality social science research-based publications, in print and electronic form. The Press publishes the research output of the Human Sciences Research Council and externally authored works. A formal peer-review process guarantees the highest academic quality and the Press has a very active local and international marketing programme, in addition to collaborating with foreign publishers on specific titles.

All HSRC publications are 'open access' on the web, and can be accessed full-text and free of charge on line. A flagship publication of the Press is the annual *State of the Nation*, which carries a collection of essays on aspects of contemporary politics, economics, society and international relations in South Africa. The publication is widely consulted and respected nationally and internationally. The *Cape Times* has observed: 'As long as the HSRC publishes an independent annual review of this quality, there is good reason for optimism about the survival of free speech and vigorous climate of debate [in South Africa]'.

Africa focus

The HSRC has achieved significant success in promoting research collaboration and implementation networks with institutions within the country and in other parts of Africa. Four initiatives are worth highlighting: the Affiliated Network for Social Accountability (ANSA), Social Aspects of HIV/AIDS Research Alliance (SAHARA), African Youth Charter and the CODESRIA-HSRC partnership.

ANSA, a collaborative effort of the HSRC and the World Bank, is a newly formed pan-African network for capacity building, knowledge sharing, technical assistance and research. It makes grants to civil society organisations that focus on social accountability and transparency in governance in Africa, and draws on the expertise of partners from across Africa – Anglophone, Francophone and Lusophone – to further develop existing African capacity on social accountability.

The Social Aspects of HIV/AIDS Research Alliance (SAHARA) is a flexible network of partners which brings together policymakers, scholars, researchers, scientists, advocacy groups, non-governmental organisations and community groups from East and Central, Southern and West Africa to engage in discussions on the latest innovations for accessing prevention, treatment and care for HIV/AIDS. SAHARA continued to expand its activities during the past year. In West Africa and the Southern African Development Community (SADC), SAHARA was tasked with leading the social science research agenda on the implications of the scaling up of circumcision as an HIV prevention strategy following the research evidence from three randomised control trials on circumcision in Kenya, South Africa and Uganda showing that this was an effective intervention.

In 2005, the HSRC was commissioned by the African Union (AU) to report on the status of youth in Africa and to develop an African Youth Charter to serve as a guide and a framework to fast-track implementation of policies and strategies to empower the youth to take advantage of increasing opportunities. In 2006, the Charter underwent an extensive process of validation. Following national consultations with youth at country level, the AU convened a youth forum, a youth experts meeting and a meeting of ministers of youth in member states, together with key



The HSRC
positioned itself to contribute
to knowledge-based
creation and implementation
of policy on matters of
national
priority

stakeholders including the youth in *diaspora*. Following on these deliberations, the Charter was adopted by the heads of state at the AU Summit held in Banjul, the Gambia in July 2006. The role of the HSRC in this initiative was acknowledged with approbation by the African Union.

The HSRC has now established a formal partnership with the Council for the Development of Social Science Research in Africa (CODESRIA). In terms of the memorandum of understanding (MoU) signed between the HSRC and CODESRIA in September 2006, areas of collaboration will focus on issues that face the continent as a whole, development of all-Africa networks, collaborative research projects, building capacity through exchange programmes and active collaboration between the publishing houses of the respective organisations, notably with the publication, translation and dissemination of materials. One of the first collaborative research projects envisaged will be a study on the role of South Africa in Africa and the role of Africa in South Africa, whereas the frontiers of SAHARA are expected to be expanded with the support of CODESRIA. In this mutually beneficial relationship, the two institutions complement each other in extending their respective research reach.

Impact on policies and programmes

The organisation continues to strive to conduct research that impacts tangibly on public policy and interventions. Assessing the relevance and impact of research on policy is not yet an exact science at the HSRC, and efforts are underway to begin to devise robust methodology in this regard. However, it is possible to gain a sense of the impact through indirect inferences. The following are selected examples, drawn from HSRC research undertaken in the previous financial year in areas such as education, HIV/AIDS, human rights and child, youth and family development.

In the education sector, projects span a wide range of topics, from scarce and critical skills relevant to the Joint Initiative on Priority Skills Acquisition (JIPSA), to new and innovative assessment instruments for possible use in secondary schools. The results of the Monitoring Education Quality (MONITEQ) initiative in English, mathematics and science have been integrated as part of the national Common Tasks of Assessments currently administered at the end of grade 9.

In the area of HIV/AIDS, the work conducted on population-based surveys and HIV-positive prevention studies have contributed to the development of the national HIV/AIDS and STI (sexually-transmitted infections) strategic plan for South Africa and other African countries.

The work on rural women's rights looking at the impact of the application of the Traditional Leadership and Governance Framework Act of 2003, as well as the Communal Land Rights Bill on the rights of rural women, has highlighted the challenges confronting women in the countryside, such as access to land and other resources, and grassroots participation in political processes. These are critical issues that must be fully understood in order to address the lot of rural women, who often carry the burden of responsibility for family livelihood and family survival, and therefore bear the brunt of rural poverty and deprivation.

Research excellence

During the past year, the HSRC continued to excel in terms of peer-reviewed journal publications of scholarly articles by senior as well as emerging researchers. The organisation decided to modify the performance indicator on excellence and raise the bar by recognising only those journal articles published in internationally accredited journals as measures of excellence. Senior researchers have risen to the challenge and are exceeding the set targets. Discussions are underway with the Academy of Science of South Africa (ASSAf) with regard to the criteria for recognition of books and book chapters for purposes of this performance indicator. ASSAf has been mandated by the Departments of Education and of Science and Technology to promote scientific publication in South Africa, and to devise a system of indicators for quality in scientific publishing, which makes this engagement mutually beneficial. This is an important development, as many books are published by HSRC researchers, and the organisation would

Facts 'n Figures

In the first year of implementation of the new performance evaluation, the HSRC exceeded targets by attaining 64,3% on average



Deputy Minister of S&T, Derek Hanekom, in discussion with the SAHA programme during his visit to the HSRC

Consolidating gains and blazing new trails *continued*

want eventually to include books and book chapters for purposes of the excellence performance indicator that contribute to knowledge generation and meet the criteria for scholarship.

Senior researchers in the HSRC will be required to focus their efforts more consistently on building research capacity, and co-publishing journal articles with junior level researchers. An effort will be made to ensure that junior researchers participate in all aspects of the study and are significant co-authors of the published work. Mentoring emerging researchers is an element of the commitment that the HSRC makes as part of capacity development, and this includes training in writing and publishing skills.

The HSRC's total publication output during the past year reached a record 1,11 articles per senior researcher in international, peer-reviewed journals as against a target of 0,85, with the majority of the articles coming from the top 10 authors. Of these, three were women and six black, shattering the myth that representativeness in the staff profile undermines quality and standards, and bucking the documented South African trend whereby the most productive researchers are white and male. The researchers publishing the most peer-reviewed articles (as sole authors or co-authors) this year were Professor Leickness Simbayi (17 articles), followed by Professor Karl Peltzer (11), Professor Vasu Reddy (8), Mr Sean Jooste (7), Professor Nancy Phaswana-Mafuya (5), Professor Linda Richter (5), Dr Olive Shisana (5), Professor Thomas Rehle (4), Professor Adam Habib (4) and Dr Khangelani Zuma (4). One of the sole-authored articles produced by Professor Richter was published in the esteemed journal *Science*, showing that quality and impact was by no means compromised in a highly productive environment. As at other academic institutions, the phenomenon known as the Lotka effect is in operation at the HSRC, whereby a small number of researchers contribute the bulk of an institution's total publications output.

Capacity development

The HSRC continued to contribute to human capital development through the consolidation and expansion of research internship and fellowship programmes. At the end of the financial year, the HSRC had enrolled 10 research interns with a primary degree, 29 candidates into the Master's degree internship programme, 20 candidates for a PhD programme and four post-doctoral fellows. While the targets for Master's interns and post-doctoral researchers were not reached, the target for doctoral interns was attained. With the increase in the funding from DST on capacity development, the HSRC has set higher targets this year and has the resources to structure the capacity development programme so as to ensure that it is uniform across the HSRC.

Transformation

One target that continues to be elusive is accelerating representativeness within the HSRC with particular reference to the proportion of Africans and coloureds in senior research and management positions. Although the HSRC is 71% black (51% African, 13% coloured and 7% Indian), it is still not sufficiently representative at senior levels. This is a function of at least three factors: non-competitive salaries, scarce skills and insufficient posts for staff to be appointed to permanent posts.

In order to address the salary challenges, the HSRC conducted a salary benchmarking exercise, comparing salaries for comparable responsibilities and qualification of staff at universities, government, statutory councils and the private sector. The survey revealed that the HSRC salaries for researchers at levels below director were indeed below market benchmarks. These findings formed the basis of the organisation's input during salary negotiations with the unions, and resulted in the increase of salaries for these staff over a three-year period.

We are addressing the challenge of scarce skills by appointing deputy executive directors to work closely with, and be mentored by the current executive directors to increase the pool of senior executive level scientists, and by strengthening capacity building in other ways as well. Creating permanent positions remains difficult because about 50% of the HSRC income is generated from external sources, which are not guaranteed. Therefore, it would be risky to have the entire staff (permanent plus those on short-term, often project-based, contracts) appointed to permanent posts. However, in order to create a career in research, thus making South Africa competitive, it will be necessary for government to consider increasing the Parliamentary envelope for research, also in the social sciences and humanities. As part of the transformation programme, the HSRC initiated a gender mainstreaming training programme, and encouraged all staff – research, administrative and technical support staff members, including staff on contract for one year or more – to be trained. During 2006/07, some 134 staff members attended gender sensitivity training courses selected by the Gender and Development (G&D) unit of the HSRC. These courses were facilitated by highly experienced experts associated with university gender units, and adapted to meet the differentiated training needs of research and support staff in the HSRC. A further 14 staff members were able to demonstrate sufficient levels of prior knowledge and recognised work in this field to a review panel established by G&D, to be granted exemption from attending these specific courses.

Another major indicator of transformation is the extent of the HSRC's work with colleagues in the rest of Africa. Increasingly, scientists at the HSRC are partnering with

Facts 'n Figures

The HSRC's total publication output reached a record of 1,11 articles per senior researcher in international peer-reviewed journals as against a target of 0,85

colleagues in other parts of the continent to conduct comparative studies on common challenges facing Africa. The appointment of research fellows from elsewhere in Africa has facilitated this new development because they are able to identify critical challenges which are common to their country and South Africa.

Financial sustainability

The HSRC has committed itself to ensure access to sustainable income from the Parliamentary grant as well as from grants and contracts funded as a response to proposal development. On the basis of the annual financial statements for 2006/07 and information regarding the forthcoming financial year, the HSRC will remain a going concern. Even though the HSRC fell short of the external income target for 2006/07 by approximately R27 million, it managed to raise a total turnover amount of R247,8 million, the highest amount ever. The allocation from government has reached parity with revenue from external sources of funding.

The HSRC has continued to manage its cash flow better by accelerating collection from trade and other receivables since the 2005/06 financial year. In addition, the volume of trade and other receivables has grown from 2005/06 to 2006/07, indicating an increase in external income.

Looking back over the last financial year, the HSRC has attained the majority of the performance targets – often very ambitious – it has set for itself. It continues to grow most of its research programmes. Although it did face challenges, these proved not to be insurmountable. The programmes on Society, Culture and Identity and on Capacity Development did not meet their financial targets, whereas other programmes did not meet their targets in areas such as publications, capacity development or transformation. However, the HSRC overall has been able to make progress because other programmes were able to perform extremely well in the required areas, to cover shortfalls in sister programmes.

Good governance

For the seventh consecutive year the HSRC has had unqualified audits and for two consecutive years it has not had a matter of emphasis in its audits. The organisation has matured in its handling of finances and is pleased that the Auditor-General will in the future introduce a new approach of performance auditing for the HSRC. This will be a learning experience for all, and we look forward to being participants in that process.

The organisation has developed policies, procedures and systems to monitor performance. The work of the internal audit committee of Council and the internal auditors, as

well as the participation of the office of the Auditor-General in the Audit Committee meetings, continue to be a positive force in ensuring good governance.

Conclusion

We face the future with determination and resolve to contribute to finding science-based solutions to significant social challenges facing South Africa. We face the future with confidence because we have a very supportive Minister, Deputy Minister, Director-General and staff of the Department of Science and Technology. Without them, targets would have remained a mirage. The strategic direction of the Council, under the leadership of Professor Jakes Gerwel, continues to guide our work with wisdom and good counsel. For this we are truly grateful. Having an effective and supportive council is a prerequisite for good governance and good performance.

The support of many government departments, which continue to commission work to the HSRC and to participate in the implementation network in nearly all major programmes of the HSRC, is a source of inspiration for staff and myself. The willingness of these departments to use the evidence generated from our research sends the right signal to scientists, that they have a role to play in solving the enormous challenges facing this country.

Finally, the staff of the HSRC deserve the major credit for the HSRC's attainment of its targets. They worked beyond the call of duty, often at the cost of being away from their loved ones; they have shown their commitment to the HSRC as their employer and to the people of this country. We also wish to commend the union at the HSRC who continues to engage with management in a constructive manner.





The HSRC and the Parliamentary grant

As a statutory research agency, the HSRC receives an annual Parliamentary grant through the Department of Science and Technology (DST) to undertake, stimulate and promote policy-relevant, applied social science research that contributes to the development of South Africa and the region.

In addition, it receives ring-fenced funding to address specific issues of national importance. During 2006/07, it received approximately R97 million baseline funding from the Parliamentary grant, plus an additional R10,5 million ring-fenced for work on science and technology indicators, and the establishment of a Policy Analysis Unit.

The Parliamentary grant is the HSRC's largest single, and most predictable, source of income. However, there are limits to what can be achieved with the Parliamentary grant. During 2006/07, the Parliamentary grant contributed to approximately 40% of the HSRC's total turnover. The size of the HSRC's annual salary bill alone exceeded its entire Parliamentary grant. The HSRC therefore needs to apply Parliamentary grant funds in the most strategic and beneficial way possible.

During the year under review, some R58,7 million of the Parliamentary grant was directly allocated to research activities. Of this amount, more than R30 million was spent on some 77 research projects that were funded or co-funded by the Parliamentary grant. The remainder of this amount was applied to research capacity building and to infrastructure support within the research programmes.

What follows are some examples of how individual research programmes applied their portion of the grant during the 2006/07 financial year.

Research programmes

Child, Youth, Family and Social Development (CYFSD)

CYFSD uses its Parliamentary grant application to:

- supplement externally funded grant and contract projects, especially to build the capacity of trainees, to network with partners and to extend the dissemination of the results of research through workshops and materials, including film. For example, the programme employed five Master's interns, including two through the DST programme for unemployed graduates;
- add value to research by supporting peer-reviewed publications. During this year, CYFSD researchers published 17 peer-reviewed publications, including one in the prestigious journal *Science* on longitudinal studies of adolescence; and
- initiate research activities in important areas not yet under the spotlight of funders, such as spontaneous community activities to support children affected by HIV and AIDS.

Democracy and Governance (D&G)

Much of the history of the transition from apartheid to democracy has remained unrecorded. With the generation of key national and local leaders now retiring and handing over the

The HSRC needs to apply Parliamentary grant funds in the most strategic and beneficial way possible

baton to new leaders, the importance of capturing the detailed history of South Africa's transition has become urgent. This project, funded by the Parliamentary grant, captured the testimony of key liberation movement leaders and their opponents for the benefit of future generations. The recorded video interviews will be distributed to South African tertiary institutions to allow scholarly study and analysis. Furthermore, the video footage is being used to create a documentary programme for television. The recorded testimonies will serve to inform and inspire future generations in South Africa and beyond.

Another project completed with the grant is the Kopanong-Commonage Management Plan, aimed at developing effective management systems, entrepreneurial support programmes and appropriate and economic developmental models for municipal commonage lands.

A project on Language use, identity and future orientation focused on multilingual urban varieties, specifically youth language and its relationship to subcultures and identities. The purpose of the research was to provide a more nuanced understanding of youth language and culture in South Africa so as to promote greater understanding of youth and to inform interventions in youth development, including public health interventions.

The fourth *State of the Nation* book was also funded from the Parliamentary grant, and a series of launch workshops were held in Johannesburg, Cape Town and Durban. The newly-constituted editorial team under the leadership of Professor Lungisile Ntsebeza is currently working on the fifth issue of the highly popular publication.

Education, Science and Skills Development (ESSD)

The Human Resources Development Review 2007 is the second edition in a series of overviews of Human Resources Development (HRD) published by the HSRC, to be launched in December 2007. It follows the very successful launch of the first edition *HRD Review 2003* in March 2004. The main purpose of the *Review* is to put in place a significant information infrastructure for use by the state and human resource development researchers across the education, training, science and technology, industry, employment and labour market policy domains. Information is a critical prerequisite for effective decisionmaking in government, but unfortunately it is extremely difficult for government officials to collect and collate the cross-sectoral data required for HRD policymaking.

As a tribute to the scholarly work of a chief researcher in the programme, Charlton Koen, who specialised in higher education studies until his untimely death in July 2005, the HSRC has published a monograph based on the theoretical

chapters of his unfinished doctoral thesis, entitled *Masters Students Retention and Success*.

ESSD also used the Parliamentary grant money to seed the development of two grant applications, both of which were successful. The first is the U-KNOW project, the HSRC's first successful attempt at accessing the European Union Framework Programme 6, and indeed among the first such projects in the social sciences in South Africa. The second is a grant application to the Research on Knowledge Systems Competition 2006 (RoKS): Developmental Universities: A Changing Role for Universities in the South. The RoKS grant will open up work on innovation in sub-Saharan Africa, initially with partners in Nigeria and Uganda, but also cross-continental collaboration with nine other countries in Latin America and Asia. Both projects lend themselves to building networks and partnerships with more partners, in Europe as well as across Africa.

Social Aspects of HIV/AIDS and Health (SAHA)

The Parliamentary grant provided seed funding for the launch of many projects, for example to develop project proposals for funders and donors, and to fund activities that contribute to meeting the HSRC's strategic targets.

The grant was also used to cover operational costs, such as accommodation and overheads, and a large portion was spent on salaries of some of the permanent staff members.

Other costs covered by the grant included capacity building, such as training, seminars, conferences and bursaries. It enabled many staff members to attend the 16th International AIDS conference in Toronto in August 2006, and for post-Toronto follow-up activities, for example a special report back seminar and a major World AIDS Day event on 1 December 2006. As SAHA has two offices, the Parliamentary grant was also used to cover travel expenses not related to specific projects.

Urban, Rural and Economic Development (URED)

A further use for the Parliamentary grant was to complement external funding for several projects, including:

- How indigenous knowledge reduces rural poverty
- The significance of women's property rights
- The roll-out of the South Africa Index of Multiple Deprivation
- The participation of civil society in developing and monitoring Poverty Reduction Strategy Papers in the southern African region.

The HSRC and the Parliamentary grant *continued*

Other important projects supported by the grant were:

- Cities, space and poverty
- The causes and economic impact of migration
- Urbanisation and migration
- African Migration Alliance
- Homelessness
- The urban implications of the 2010 World Cup.

The money was also used as co-funding to support projects on the place of participation in local democracy, and on women, decentralisation and integrated development planning.

Several projects dealing with service delivery were continued or initiated using the Parliamentary grant in 2006/07, some to provide leverage to external funding. The most important of these were studies of:

- Measuring service delivery in South Africa and southern Africa
- The WASH campaign and health promotion
- Measuring the human-scale development impact of infrastructure-led development projects.

Baseline funding was used as seed money for two new initiatives: tourism and climate change research. A pilot project on tourism was used to leverage external income for a larger project in the following financial year.

Cross-cutting units

Gender and Development (G&D)

Gender mainstreaming training was conducted among staff at the HSRC to improve sensitivity on gender issues related to the organisational culture and to strengthen research using a gender lens.

Research on gender and transport led to a new project on Taxi queens: gender, transport and sex work, to address issues of HIV/AIDS, violence, poverty, transport and economic vulnerability of women and girls in Port Elizabeth and Cape Town. This work explores the exploitative and dangerous relationships schoolgirls have with taxi drivers, and is intended to inform policy with the aim to reduce gendered violence.

Public seminars focused on intimate partner violence, on women's representivity and on women and disabilities.

Knowledge Systems (KS)

The major projects in KS supported by the Parliamentary grant are the R&D Survey series and, the Innovation Survey series. The R&D Survey series commenced with the 2001/02 R&D Survey conducted over 2002/04. Since then

three additional such surveys have been produced. These surveys are a component of Official Statistics and provide key indicators for the Department of Science and Technology.

The 2002/04 Innovation Survey is the first such official survey of its kind. It follows the guidelines laid down by Eurostat/Organisation for Economic Cooperation and Development (OECD) and was for the first time effected by means of a scientific sample drawn from the official business register of Statistics South Africa.

The GIS Centre undertook two projects using Parliamentary grant funding. The first project was Geo-Information for HSRC, which utilised a user needs assessment survey tool to determine the need for geo-information services and products amongst research staff in the HSRC. The second project focused on Geo-Information for Africa. The need for a forum where African researchers and practitioners can share information was established at the AfricaGIS conference in 2005. Based on this expression a web portal was established where such communication is being facilitated.

Parliamentary funding was also used to conduct fieldwork for round four of the South African Social Attitudes Survey (SASAS) and to write chapters for the second SASAS publication; develop survey/statistical applications, data archiving and dissemination of information.

Policy Analysis Unit (PAU)

The Policy Analysis Unit (PAU) was established in July 2006 and is fully funded by DST to serve an independent analytical and impact assessment capability that facilitates the generation of policy recommendations based on research evidence and policy dialogues. It consists of an interdisciplinary team of ten researchers and eight MA and PhD interns. Its activities and initiatives address the five national priority social policy areas of quality education, employment, poverty reduction, service delivery, and HIV and AIDS.

The national government's Programme of Action specifies targets, implementation activities and monitoring protocols in each of these social policy areas and assigns responsibility to various departments in the social, economics and governance clusters of Cabinet. The PAU accordingly collaborates with various national and provincial departments, implementation agencies, policy advocacy groups in civil society, and programmes and national priority initiatives within the HSRC to enhance the implementation and evaluation of social policy.

As emphasised by the Minister of Science and Technology, Mr Mosibudi Mangena, in his address at the launch of the 2005/06 Annual Report of the HSRC in October 2006,



Facts 'n Figures

Nearly 92% of all research projects conducted at the HSRC are for the benefit of the public

'I urge the HSRC Policy Analysis Unit to use the resources allocated to develop new methodologies to analyse progress achieved in meeting the Millennium Development Goals and to assess the impact of social science in the socio-economic development of South Africa'.

Social Aspects of HIV/AIDS Research Alliance (SAHARA)

SAHARA mainly utilised its baseline contribution to strengthen the relationship with the regional offices in East, Central and West Africa and with SADC by visiting the regions more frequently to support regional research initiatives and activities. It was also used to pay for attending a conference planning meeting of the Independent Communications Authority of South Africa (ICASA), and contributed to the signing of the memorandum of understanding with the Council for the Development of Social Science Research in Africa (CODESRIA MoU). For capacity development, three staff members were sent to attend an international conference and for gender mainstreaming training.

National Priority Initiatives Employment, Growth and Development Initiative (EGDI)

Under its Employment Scenarios project, EGDI established a forum for dialogue in 2006 with leading opinion- and

decisionmakers from government, business and labour organisations, to deepen the understanding of employment paths, policy choices and the human and financial resources required to achieve employment targets. The forum has been highly successful in enabling open thinking about policy balance and the kinds of decisions needed by different stakeholder groupings to dramatically reduce unemployment and poverty.

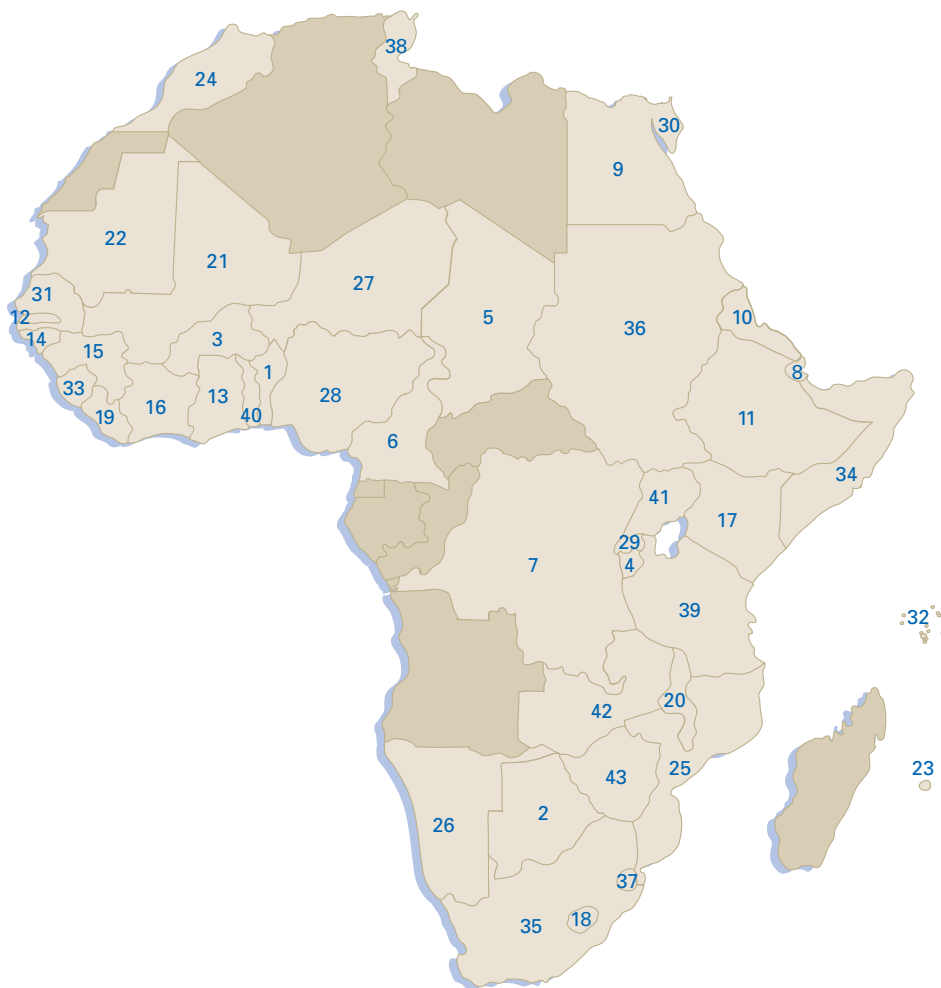
The HSRC's Employment Scenarios is by design an independent process. In order to have impact, however, EGDI does work to feed into stakeholder processes. Examples include support to the Directors-General's Economic and Employment Cluster and the Millennium Labour Council.

National Education Quality Initiative (NEQI)

Parliamentary funds were used to complete the analysis of the longitudinal study on Monitoring Education Quality (MONITEQ), as well as for research capacity building of Master's and Doctoral interns. Results from the MONITEQ project were used to develop the methodology and design for the grade 9 systemic evaluation study that will be piloted at the end of 2007 and administered in 2008.

Collaboration in Africa

This map illustrates some of the key projects in which the HSRC is involved throughout 43 African countries.



- CYFSD Child, Youth, Family and Social Development¹
- D&G Democracy and Governance
- ESSD Education, Science and Skills Development
- SAHA Social Aspects of HIV/AIDS and Health²
- URED Urban, Rural and Economic Development
- KS Knowledge Systems
- G&D Gender and Development
- EGDI Employment, Growth and Development Initiative
- PAU Policy Analysis Unit
- SAHARA Sahara network
- NEQI National Education Quality Initiative
- CD Capacity Development

¹ also operates in all member states of the African Union, SADC and Albania
² also operates in all member states of the African Union

1 Benin ESSD KS SAHARA

5 Chad ESSD

2 Botswana CYFSD ESSD SAHARA
SAHA URED KS

6 Cameroon CYFSD ESSD KS

3 Burkina Faso ESSD SAHARA
URED KS

7 Democratic Republic of Congo URED SAHARA
D&G

8 Djibouti KS

4 Burundi CYFSD D&G

9 Egypt CYFSD KS

10 Eritrea		ESSD	
11 Ethiopia	CYFSD D&G	ESSD URED	SAHARA KS
12 Gambia			CYFSD
13 Ghana	CYFSD	ESSD	KS
14 Guinea-Bissau		ESSD	
15 Guinea Conakry		ESSD	
16 Ivory Coast			SAHARA
17 Kenya	CYFSD NEQI	ESSD URED	SAHARA KS EGDI
18 Lesotho	CYFSD	SAHA URED	SAHARA KS
19 Liberia	CYFSD	ESSD	
20 Malawi	CYFSD	ESSD	D&G
21 Mali		ESSD URED	SAHARA KS
22 Mauritania			SAHARA
23 Mauritius			CYFSD
24 Morocco			KS
25 Mozambique	SAHA	ESSD	SAHARA
26 Namibia	CYFSD	ESSD	KS
27 Niger	CYFSD	ESSD	KS
28 Nigeria	CYFSD	ESSD URED	SAHARA KS
29 Rwanda		URED	SAHARA
30 Saudi Arabia			KS
31 Senegal	CYFSD SAHA	ESSD URED	SAHARA KS D&G
32 Seychelles			CYFSD
33 Sierra Leone			CYFSD
34 Somalia		ESSD	KS SAHARA
35 South Africa	CYFSD SAHA NEQI CD	ESSD URED PAU EGDI	SAHARA KS D&G G&D
36 Sudan		CYFSD	KS
37 Swaziland		KS	SAHARA
38 Tunisia			KS
39 Tanzania	CYFSD NEQI	ESSD URED	SAHARA KS
40 Togo			ESSD
41 Uganda		ESSD URED	SAHARA KS
42 Zambia	CYFSD	ESSD	KS
43 Zimbabwe	CYFSD EGDI	SAHA D&G	SAHARA KS



Highlights of the Human Sciences Research Council's 2006/07 financial year

In fulfilling its mandate to inform policy, contribute to poverty alleviation in South Africa and the region and conduct collaborative research in Africa, the HSRC engaged in a wide range of projects and policy initiatives. During 2006/07, nearly 240 projects were underway at one time or another. The highlights in the following pages illustrate this diversity. More information on these projects is available on 

The research undertaken by the HSRC has been configured into five large, interdisciplinary research programmes, five cross-cutting research units and two national priority initiatives. The cross-cutting units and the initiatives have been established to interactively contribute to, as well as draw from, the five research programmes in order to integrate and enhance the work of the HSRC as a whole.

Research programmes

Child, Youth, Family and Social Development (CYFSD)

In May 2006, CYFSD won a National Science and Technology Forum (NSTF) award for making an 'outstanding contribution to science, engineering and technology'. CYFSD is the only social science group ever to win an NSTF award.

In July 2006 in Banjul, heads of state of the African Union (AU) adopted the African Youth Charter, researched and written by CYFSD on commission to the AU. Following an intensive policy and charter review, validation processes included national consultations with youth at country level, a youth forum, a youth experts meeting, and a meeting of ministers of youth.

CYFSD authors and editors, in collaboration with colleagues in higher education, published several groundbreaking books, including *Zip zip my brain harts* by award-winning photographer Angela Buckland, together with Kathleen McDougall, Leslie Swartz and Amelia van der Merwe from CYFSD; and *Disability and social change: A South African agenda*, edited by Brian Watermeyer, Leslie Swartz, Theresa Lorenzo, Marguerite Schneider and Mark Priestley.

CYFSD is the first research programme in the HSRC to undergo a five-year external evaluation. The review panel, which convened in February 2007, consisted of five national and international experts. The panel visited the Durban, Cape Town and Pretoria offices of CYFSD as well as two research field sites – Birth to Twenty and Project Accept. They scrutinised publications, heard presentations by staff and interviewed funders, clients, donors and collaborators.

Democracy and Governance (D&G)

D&G published three books, focusing on the critical areas of land, economy, women and democracy. All three books have had a wide appeal among activists, academics, researchers, students and policymakers.

The first publication, *Voices of protest: Social movements in post-apartheid South Africa*, by Ballard, Habib & Valodia (eds), (Scottsville: University of KwaZulu-Natal Press, 2006), analyses the struggles and social movements of the poor. It focuses on their demands, their politics, organisational structure and membership and the collective effect of these social movements on the country's democracy and its socio-economic system.

The second publication, *The Land Question in South Africa: the challenge of transformation and redistribution*, by Ntsebeza, Lungisile & Hall, R (eds), (Cape Town: HSRC Press, 2007), debates issues of land dispossession among



for more information visit our website at www.hsrc.ac.za.

blacks under apartheid and post-apartheid land redistribution strategies. It offers a robust assessment of the government's current land reform programme and raises critical questions about its future as well as capacity to transform the economy and to reduce poverty.

Facts 'n Figures

Nearly 240 projects were underway at the HSRC during 2006/07 at one time or another

The Human Rights Lecture Series, focusing on salient and topical human rights issues and other human rights problems endemic to the African continent, managed to provoke debate about human rights among key decisionmakers and civil society and to facilitate dialogue among various sectors and actors/roleplayers of South African society.

The programme also completed a report that assesses the relationship between Chapter 9 institutions (state institutions supporting constitutional democracy) and civil society. Undertaken by D&G researchers Mcebisi Ndletyana, Geoffrey Modisha, Diana Sanchez and Nadia Sanger and external partners, the report was submitted to Parliament in January 2007 as background information for the ad hoc multiparty Parliamentary committee currently examining the operations and functions of these institutions.

Education, Science and Skills Development (ESSD)

The Department of Labour commissioned ESSD to lead a research project, worth R20 million, on scarce and critical skills over the next two years. The HSRC leads the consortium, in partnership with the Development Policy Research Unit, University of Cape Town, and the Sociology of Work Programme, University of the Witwatersrand.

One of ESSD's objectives for the year was to conduct comparative research and extend our research activities to outside the borders of our country, with the following results:

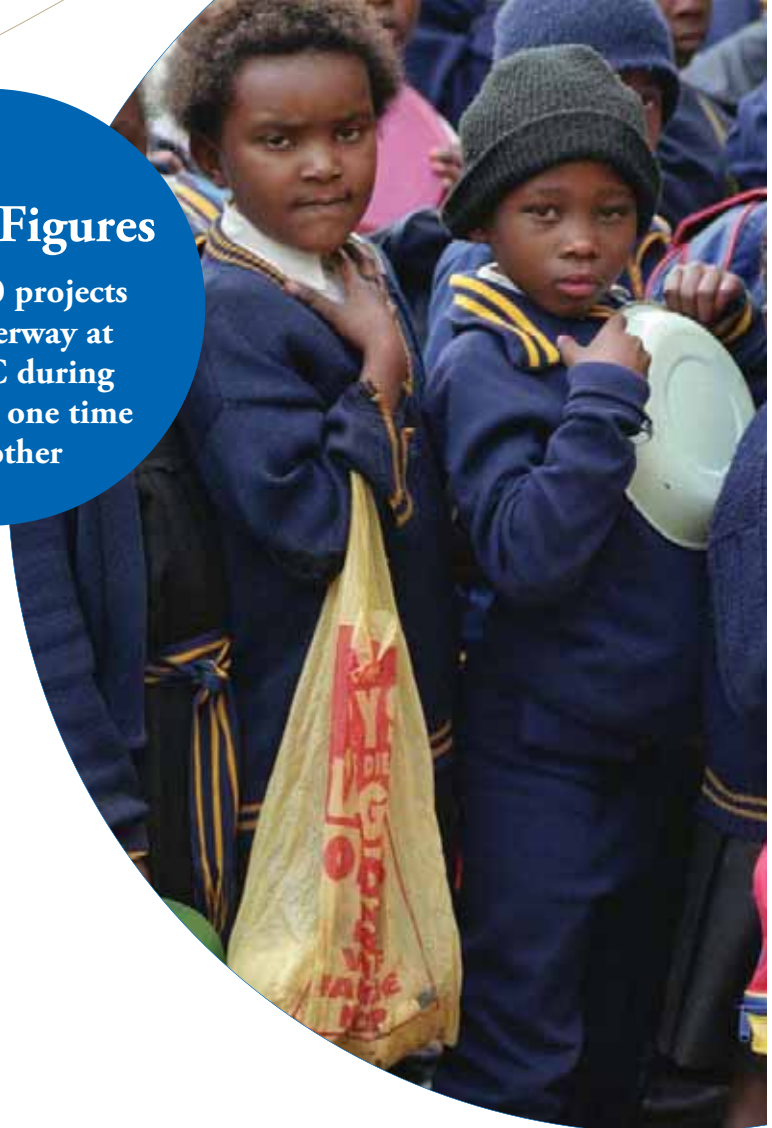
- The programme established a relationship with European partners in a European Commission/ Framework Programme 6 U-KNOW research project. The consortium consists of nine European Union and four South African partners, with the HSRC as the lead partner. The project is studying the relationship between knowledge and competitiveness.
- ESSD won a grant from the Canadian International Development Research Centre in the Research on Knowledge Systems Research Competition. This project involves South Africa, Nigeria and Uganda, and is investigating university-industry linkages and the developmental role of the university in the South.
- ESSD has developed a relationship with the Eduardo Mondlane University. Five HSRC researchers visited the

university with the aim of jointly exploring research questions. Based on a productive discussion, it was decided to develop collaborative research proposals on education management, literacy and numeracy, the economics of education and information, and communication technology in education.

- The United Nations Development Programme (UNDP) commissioned a study to conduct a language education report for the Ethiopian Ministry of Education, following on an Africa-wide study completed for the UNESCO Institute of Education and the Association for the Development of Education in Africa on language education. Upon completion of the study, the Ethiopian Ministry of Education decided that its findings should form the basis of the new language policy recommendations for primary schools in that country.

Social Aspects of HIV/AIDS and Health (SAHA)

The year under review saw the completion of the project on care of orphans and vulnerable children (OVC) in Botswana, South Africa and Zimbabwe. An OVC best practices closing workshop was held in February 2007. The project was a good case study of 17 communities of



Highlights of the Human Sciences Research Council's 2006/07 financial year *continued*

practice, showing a direct link between research and implementation of OVC interventions. The main beneficiaries were not only OVC, but also families and communities who were empowered to deal with problems affecting children.

SAHA was awarded a US\$3,15 million grant for a five-year project to improve the capacity of an indigenous statutory institution to enhance monitoring and evaluation of HIV/AIDS in South Africa by the Centers for Disease Control and Prevention (CDC) and the US Presidential Emergency Programme for AIDS Relief (PEPFAR). The overall goal of the project is to develop capacity to generate objective, verifiable and replicable HIV and AIDS-related data to support South Africa's efforts in the prevention, treatment and care of the epidemic. This project is a massive undertaking and covers the following areas: strategic information, prevention of mother to child transmission, medical transmission and positive prevention. The results of previous SAHA research reports were used extensively in the development of the finalisation of the 2007 to 2011 National Strategic Plan on HIV, AIDS and STIs.

The results of an evaluation for the national Department of Health on technical support for monitoring and evaluation for the delivery of primary health care including HIV/AIDS programmes were used to strengthen the delivery of these services and support the development of partnerships between government and non-profit service organisations in the provinces of Gauteng, Limpopo, KwaZulu-Natal, Eastern Cape and the Western Cape.

Urban, Rural and Economic Development (URED)

The HSRC co-sponsored a workshop during the year, together with Nkuzi Development Association and the University of Greenwich, on area-based and territorial approaches to land reform. The workshop drew participants from the Department of Land Affairs, civil society and academia, and involved the presentation and discussion of research bearing on area-based delivery strategies for land reform as well as the local economic significance of land reform.

The 2007 African Migration Alliance (AMA) book, entitled *Views on migration in sub-Saharan Africa*, disseminated articles from the kickoff international workshop of the AMA, an all-Africa research network with its secretariat in URED. Produced together with the Department of Social Development's Population Directorate, through a partnership memorandum of understanding (MoU), the book defines how migration streams in Africa are overflowing the regions and turning south to southern Africa. Authors include the continent's top ranking migration authorities.

Improved delivery of clean drinking water is a challenge in poor communities in South Africa; as such the Citizen Voice project has piloted a set of tools and teaching materials to effect solutions. The development of Citizen Voice provides routes to effective participation in the regulation of water services for both municipalities and communities.

The tourism and development initiative, launched in April 2006, is now firmly established with three projects having been completed during the financial year. These involved close collaboration with the national Department of Environmental Affairs and Tourism, for evaluation of pro-poor tourism initiatives, and an assessment of an NGO-managed community-based tourism route running from South Africa into Mozambique.

Cross-cutting research units Knowledge Systems (KS)

Knowledge Systems is now in its second year of operation and has displayed both cohesion and productivity. Its three components; Socio-economic Surveys (SES), the Geographic Information Systems (GIS) Centre, and the Centre for Science, Technology and Innovation Indicators (CeSTII) have all contributed to this success.

SES conducts national surveys and provides technical research support in survey design, data management and statistical analysis to other research programmes in the HSRC. In addition, SES is currently analysing data gathered over three years for the South African Social Attitudes Surveys project that provides a rich platform for in-depth research of societal dynamics. SES through its Client Surveys contributes directly to a better understanding of the dynamics of service delivery.

The GIS Centre has been instrumental in developing the African Network for Social Accountability, a World Bank funded project across African countries. In addition, the GIS Centre is constructing a new nationwide Master Sample by means of aerial photography that will serve as the source of multiple household samples for a variety of inquiries.

CeSTII completed the 2004/05 R&D Survey and the fieldwork of both the 2002/04 Innovation Survey and 2005/06 R&D Survey. Cumulatively these surveys provide the means for government to monitor and steer the national system of innovation. The R&D Survey data provided the evidence base for the introduction of an enhanced tax allowance for firms that conduct R&D. In addition, CeSTII contributed to and managed the service providers of the Tracking R&D Expenditure project of the National Advisory Council on Innovation, requested by Cabinet.

Gender and Development (G&D)

Research on gender and transport was strengthened by the co-hosting of the First International African Conference on Gender, Transport and Development: Bridging the divide between development goals, research and policy in developing countries, in August 2006. The co-hosts were the South African National Roads Agency Limited (SANRAL) and the National Department of Transport. This was preceded by a monograph, *Women, development & transport in rural Eastern Cape, South Africa*, by Cheryl-Ann Potgieter, Renay Pillay and Sharmila Rama on the gendered nature of women's travel, published by the HSRC Press (2006).

Professor Vasu Reddy was invited to the 2nd International Meeting: Researching the incorporation of sexualities in the academic curricula of universities in Asia, Africa and Latin America project, held in Puebla, Mexico in November 2006, where he presented two papers.

During the 16 Days of Activism, the unit hosted a roundtable discussion on gender-based violence, black lesbians, hate speech and homophobia, in partnership with the Durban Lesbian & Gay Community & Health Centre. The roundtable was funded by the Foundation for Human Rights. A range of stakeholder organisations and individuals attended the roundtable, which was widely reported in the media.

The Department of Science and Technology funded an impact study on the commitment and attitude of educators to gender equality, Millennium Development Goal 3 (MDG), with reference to girls' access to and participation in science, engineering and technology (SET) learning.

Policy Analysis Unit (PAU)

A key strategy of PAU is the creation of policy deliberation and policy implementation networks, which serves to support evidence-informed policy

processes. PAU played a leading role in the creation of a representative network of actors (researchers, policymakers, policy implementers and civil society policy advocates) in the interface between social science research and policy under the auspices of the South African National Commission for UNESCO. It was constituted as the Management of Social Transformation (MOST) National Liaison Committee for South Africa. The focus of UNESCO's MOST programme is on building efficient bridges between social science research, policy and practice, promoting a culture of evidence-informed policymaking. It organises cross-sector policy dialogues on priority national, regional and international issues.

The committee consists of the following people in their personal capacities: Dr Vusi Gumede, Policy Coordination and Advisory Services in the Presidency; Professor Daisy Makofane, University of Limpopo; Dr Edgar Pieterse, Premier's Office, Western Cape; Dr Olive Shisana, HSRC (chair); Professor Jonathon Jansen, Administrator, Durban University of Technology; Dr Steven Friedman, Institute for Democracy in South Africa; Dr Temba Masilela, HSRC (administrator); Mr Daniel Plaatjies, South Africa Social Security Agency; Dr Jimi Adesina, Social Science Network of South Africa; and Ms Margie Schneider, HSRC.

Facts 'n Figures

The Department of Labour awarded ESSD a multi-year grant of R20 million to lead a research project on scarce and critical skills



Highlights of the Human Sciences Research Council's 2006/07 financial year *continued*

PAU serves as a focal point for the HSRC's efforts to support the networking of the social science sector in South Africa. The 2006 South African Social Science Conference was organised in conjunction with the Social Science Network of South Africa, the Africa Institute of South Africa and Young Entrepreneurs for the New Partnership for Africa's Development (YENEPAD). The conference sought to address the question: What does it mean to do social sciences in an African context? Keynote presentations were made by Ambassador Ben Ngubane, South African Ambassador to Japan; Adebayo Olukoshi, Executive Secretary of the Council for the Development of Social Science Research in Africa (CODESRIA); and Thandika Mkandawire, Director of the United Nations Research Institute for Social Development, Geneva.

Social Aspects of HIV/AIDS Research Alliance (SAHARA) memoranda of understanding (MoU) have been signed with NEPAD and UNAIDS to formalise the SAHARA partnerships. In East and Central Africa, SAHARA has been developing strategies to translate research into policy, focusing on Kenya, Uganda and Tanzania. A draft document of this work was presented at a satellite meeting in Buenos Aires in Argentina in 2006.

SAHARA successfully organised a satellite session at the Toronto International AIDS Conference in August 2006 to reflect critically on the complexity of the HIV/AIDS epidemic in sub-Saharan Africa, and the challenges key roleplayers face as they respond.

In October 2006, SAHARA provided technical support to the BASICS programme (Family Health International) and to UNICEF, Dakar, for a study on maternal and newborn health-related issues including HIV/AIDS. Technical support was provided to the World Bank Senegal office and the Senegalese National AIDS Programme. SAHARA further gave technical support to MSM organisations to establish MSM networks in West Africa. SAHARA is part of the organising and scientific committee of the next ICASA conference that will be held in Dakar in 2008.

Together with the working partners of the Atlantic Centre of Excellence for Women's Health, SAHARA facilitated the Commonwealth Secretariat and the Open Society Initiative for Southern Africa, an offsite satellite session to explore why women are consistently 'missing' in research, policy and programmes and to seek ways to ensure that women's voices do not go unheard.

National priority initiatives Employment, Growth and Development Initiative (EGDI)

Under its Employment Scenarios project, the centrepiece of the initiative's work, EGDI established a forum for dialogue with leading opinion and decisionmakers from government, business and labour organisations.

The aim is to deepen the understanding of employment paths, policy choices and the human and financial resources required to achieve employment targets. The forum has been highly successful in enabling open thinking about policy

Facts 'n Figures

The Centers for Disease Control and Prevention (CDC) and PEPFAR awarded SAHARA a multi-year grant of US\$ 3,15 million to do HIV/AIDS research

Prof Linda Richter (CYFSD) and Dr Laetitia Rispel (SAHA) in the HSRC's booth at the 2006 International AIDS Conference Toronto



balance and the kinds of decisions needed by different stakeholder groupings to dramatically reduce unemployment and poverty.

The Employment Scenarios project produced its first set of scenarios, focusing on possible sources of job creation and drawn from a number of EGDl background studies which pointed to some critical insights. These insights included: the role of the public service in the labour market, the required scale of public works to meet the Accelerated and Shared Growth Initiative for South Africa (AsgiSA) employment targets, the constraints on manufacturing employment growth, and the need to be more forceful in expanding different types of service industries. This work also showed how the structure of production is important to poverty reduction, since some sectors inherently contribute more to wage growth than others.

EGDI has established an Employment Policy Network to draw together 'communities of practice' through an interactive web-based service, www.employment-policy.net. The website aims to coordinate the best available research and information on employment and inclusive growth in a developing country context. The International Labour Organisation, the African Economic Research Consortium, and the Consumer Unity and Trust Society International are founding partners of the network.

National Education Quality Initiative (NEQI)

The Royal Netherlands Embassy (RNE) awarded a grant of R69 million to NEQI to manage a five-year programme on improving literacy and numeracy skills in South African schools. The programme was developed in collaboration with the Department of Education and the following research partners: JET Education Services, Education Policy Consortium (consisting of the Centre for Education Policy Development and Education Policy Units from the Universities of Witwatersrand, Western Cape and Fort Hare) and Project for the Study of Alternative Education in South Africa (PRAESA). The programme commenced in January 2007 and will end in December 2011.

In collaboration with UNICEF and officials from the Eritrean Ministry of Education, NEQI provided technical assistance to the Eritrean Ministry of Education for the establishment of a national framework for monitoring learning achievement in Eritrean schools, and the development of capacity of staff for its implementation.

NEQI also provided technical assistance to UNICEF education officers in the Eastern and Southern African Region for the development of indicators so as to monitor the implementation of the Child Friendly Schools (CFS) framework.

NEQI hosted a series of capacity building workshops on advanced data analysis techniques and education change and school reform in collaboration with the University of Twente, Netherlands. The workshops were funded by the Netherlands Organisation for International Cooperation in Higher Education, and were attended by HSRC researchers as well as staff from the Department of Education.

In 2006, CYFSD won a National Science and Technology award for its 'outstanding contribution to science, engineering and technology'





Prof Linda Richter
 Executive Director
 t +27 31 242 5544
 e lrichter@hsrc.ac.za

Child, Youth, Family and Social Development (CYFSD)

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, and 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 and we research aspects of the 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.

CYFSD has 18 full-time senior researchers, fairly evenly distributed across the Durban, Cape Town and Pretoria offices, and another 80 additional research and technical staff employed in two large field studies. These are:

- Birth to Twenty, the unique longitudinal birth cohort study situated at Chris Hani-Baragwanath Hospital at the University of the Witwatersrand; and
- 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 in respect of the HIV epidemic.

During the year, the work of CYFSD was recognised by a National Science and Technology Forum award for an organisation’s contribution to science, engineering and technology. It was also the first HSRC research programme to undergo an external five-year review. The four-person review panel, chaired by the special advisor to the CEO, Professor Dan Ncayiyana, spent a week visiting CYFSD offices and field sites, hearing presentations by

researchers, interviewing stakeholders and reading published papers and research reports. The review report will be made public in mid-2007.

Research in CYFSD is organised through six thematic areas, although there are significant cross-cutting activities, networks and dissemination across themes. The thematic areas are:

- Early childhood
- Youth development
- Family studies
- HIV and AIDS
- Social inclusion
- Monitoring and evaluation.

Priority research areas



Completed projects

Early childhood

This theme focuses on data that demonstrate the importance of early childhood to both individual and national development, as well as on developing and testing measures and interventions to enhance policy and programmes to improve early child development.

Significant projects during the year included the compilation of a web-based resource for Africa on assessment instruments to determine psychosocial functioning in early childhood funded from the Parliamentary grant; the development of materials to promote early child development in collaboration with UNICEF, the Children's Rights Centre and the national Department of Social Development; the development and evaluation of a psychosocial programme to improve the care of children in health facilities in the context of HIV and AIDS with funding from the Mellon Foundation; an investigation of psychosocial needs and care of young HIV-positive children in paediatric treatment programmes; and estimating the cost-effectiveness of prevention of mother to child treatment programmes at three sites, funded by the Centers for Disease Control in the United States.

Youth development

Under this theme, CYFSD studies the resources and assets of young people, as well as evaluations of interventions to improve youth wellbeing, in the present and into the future.

Some of the projects include: children involved in organised and armed violence (COAV) in five cities, in which CYFSD conducted focus groups and demonstrated very high levels of violence and a lack of safety in children's lives; child work and labour by 12 – 16-year olds, commissioned by the International Labour Organisation, which found that common hazards to which working children are exposed include too long working hours in excessive heat, and without drinking water; youth attitudes and perceptions of their quality of life from data collected in the South African Social Attitudes Survey 2006; an evaluation of the effectiveness of the Scout Leadership Training Programme in six African countries, funded by the Johan Jacobs Foundation; and work on substance abuse, including membership of the South African Community Epidemiological Network on Drug Use (SACENDU), the KwaZulu-Natal Integrated Strategy for Teenage Drug Abuse, and costing the Prevention and Treatment of Substance Abuse Bill.

Family studies

Work in this field includes tracking changes in the structure and function of families, the changing

roles of women, men, children and older persons, as well as assessing the impact of policy and programmes to strengthen families.

Projects conducted include: an investigation and film documentation of community-based supports for families and children affected by HIV and AIDS, funded by the

Table 1: Life satisfaction and expectations by age

	16 – 24	Age group 25 – 35	36+	Total
Satisfied with life as a whole	53	42	50	49
Past 5 years: Life improved for the majority of people in South Africa	62	56	56	58
Past 5 years: Life improved for people like you*	45	44	37	41
Next five years: Things will improve for most people in South Africa**	70	67	60	65
Next five years: Things will improve for people like you**	67	63	52	59

* Significant at 5% level, ** Significant at 1% level

Child drawings from the project on children involved in organised crime and armed violence



United States Agency for International Development; a study of paraffin use in KwaZulu-Natal households, focusing on the dangers created by inappropriate storage and poor quality appliances; proposal development for the Economic Commission for Africa on how to harness traditional leadership as part of a broader project on dynastic families and democracy; the conclusion of a five-year study to evaluate a programme to support families of pre-adolescent children and to protect children in the context of HIV and AIDS (Collaborative HIV and Mental Health Programme or CHAMP), funded by the National Institute of Mental Health in the USA; and the Fatherhood Project, which is being supported by Save the Children Sweden to continue its advocacy and research activities, including the publication of the book *Baba: Men and fatherhood in South Africa*.

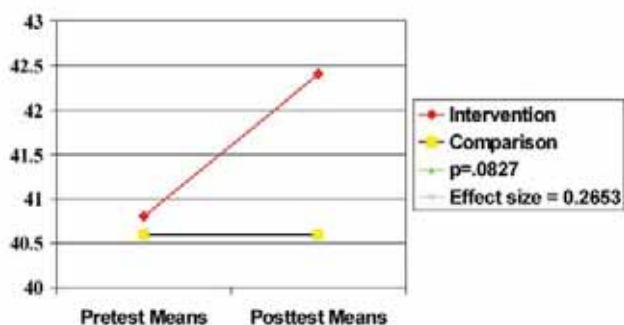


Child in participatory research methodologies

Projects conducted include: improving advocacy for children affected by HIV/AIDS through better use of evidence, funded by the Bernard van Leer Foundation; assisting community-based organisations to document their successes and challenges, commissioned by the national Department of Social Development; investigating how to enhance resilience among children affected by HIV/AIDS using participatory techniques such as photo-voice methodology; an HIV and alcohol prevention in schools project using innovative electronic technology for data collection; documenting the Caring Schools Project, a programme to enhance the capacity of schools to support children affected by HIV/AIDS, which includes placing youth facilitators in schools to support vulnerable children, funded by Save the Children and the Rockefeller Brothers Foundation; and a very large scale, four-country community randomised trial, funded by the National Institute of Mental Health, Project Accept, to assess the impact of knowledge of status, especially among youth, on HIV outcomes including a biological end-point

The AmaOhawe FAMILY PROJECT

Primary Social Networks



HIV and AIDS

This theme comprises research on social and individual factors that increase the vulnerability of children and youth to HIV, and on interventions to improve the prevention, care and support of children, young people and families in communities affected by HIV and AIDS.



Micro-lending in Limpopo

Social inclusion

Under the theme social inclusion (and its counterpart social exclusion), the development and support of sustainable communities with the aim of reducing poverty is an important topic for investigation and intervention, and encompasses mental health, poverty, burden of disease and disability.

Some of the research projects conducted in the year under review include: a survey of skills development strategies and employment for people with disabilities, funded by the International Labour Organisation, which presented the primary challenge of quality education for children with disabilities; a review for the national Department of Social



Margie Schneider at the 2006 meeting of the Washington Group on Disability Statistics in Uganda

Development of social security options for people with chronic illness, exploring the impact of a grant for people with chronic illness and of strengthened services and poverty alleviation strategies; participation in the Washington Group on Disability Statistics, country-level assistance with disability surveys and programmes in Qatar and Tanzania; a study of the burden of disease due to mental ill-health in the Western Cape; and the Mental Health and Poverty Project (MHAPP), funded by the Department for International Development (DFID), an attempt to improve policy and action in Ghana, Uganda, Zambia and South Africa.

Monitoring and evaluation

The primary activities under this theme are concerned with the development of indicators, measures and related monitoring and evaluation (M&E) tools with regard to health and wellbeing, service delivery, intervention programmes and policies, as well as costing.

Some of the projects worked on this year include: the South African Index of Multiple Deprivation for Children, funded by Save the Children Sweden, which uses Census 2001 data to build an index based on several domains of child wellbeing; a book, also funded by Save the Children Sweden, entitled *A rights-based approach to monitoring child well-being*, and including review chapters and a set of user-friendly indicators for measuring key aspects of child wellbeing; testing a disability question for Census 2011 through focus groups and a national survey, funded by Statistics South Africa; an audit of 100 schools in Gauteng in respect of Section 21 functions, such as the maintenance of school buildings and the purchase of learning and teaching materials; the development of monitoring and evaluation tools for the organisation Absolute Return of Kids (ARK), which is promoting and funding de-institutionalisation programmes in Eastern Europe; and a number of costing studies.

Impact of research

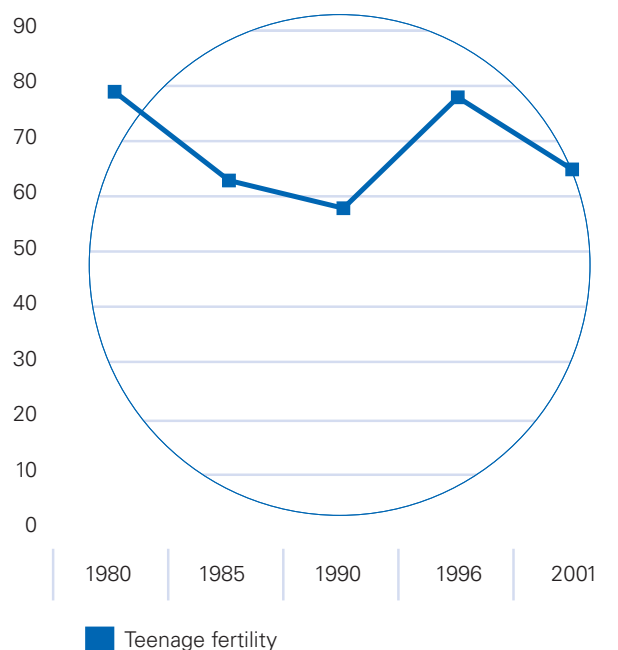
In 2005, the African Union (AU) commissioned the HSRC to report on the status of youth in Africa and to develop the African Youth Charter, which is intended to serve as a guide

and a framework to fast-track implementation of comprehensive youth policies and strategies to empower youth to take advantage of increasing opportunities. In 2006, the Charter underwent an extensive process of validation. Following national consultations with youth at country level, the AU convened a Youth Forum in May 2006, a youth experts meeting and a meeting of ministers of youth in member states, together with key stakeholders including the youth in *diaspora*. As a result of these deliberations, in which the HSRC played a pivotal role, the Charter was adopted by the Heads of State at the AU Summit held in Banjul in July 2006.

The acknowledgements in the Charter state that 'The African Union Commission wishes to express its deep appreciation to all its partners for their unconditional support, which gave birth to the African Youth Charter, especially the Human Sciences Research Council (HSRC) for their professional and technical commitments and the United Nations Population Fund (UNFPA) for its financial and technical support ...'.

The relationship between the child support grant and teenage fertility in South Africa, a study commissioned by the National Department of Social Development, used trends in teenage fertility as well as an analysis of the age

Trends in teenage fertility 1980-2001 (number of births per 1 000 women aged between 15 and 19 years of age)



Child, Youth, Family and Social Development (CYFSD) *continued*

of grant beneficiaries to examine the recurring question of perverse incentives associated with income transfers in South Africa. In the absence of a specially designed study to definitively address the issues, the available data suggests that there is no relationship between teenage pregnancies and the child support grant. The study generated enormous debate and discussion in South Africa, also among the public and through the media. Follow-up analyses and reports, including by other researchers, corroborate the central finding of the study.

Collaborative HIV and Adolescent Mental Health Programme (CHAMPSA): Following a five-year study which demonstrated that a community- and family-based programme for families of pre-teen children significantly increased parent-child communication and monitoring of children's behaviour, CHAMP has been registered as a non-profit organisation with support from Elma Philanthropies, taking science to service. The Community Board, established to oversee the research project, is now directing implementation over a wide area.

Future developments

CYFSD and the Policy Analysis Unit announced the Youth Policy Initiative (YPI) in January 2007, at an occasion at the HSRC when the World Bank launched the *World Development Report 2007: Development and the next generation in South Africa*. In collaboration with the major youth agencies and organisations in the country, the YPI aims to bridge the gap between research and policy and to speed up the implementation and evaluation of existing and developing youth policy.

The initiative will consist of roundtables on specific high-profile topics such as second-generation youth policy, violent crime, teenage pregnancy and the emerging youth bulge in the population; seminars

and public lectures; the HSRC bi-annual conference which will focus on youth issues; and efforts to platform and engage youth participation through community conversations, web polling, SMSs and media coverage.

Children are emerging as the next frontier in the global effort to overcome the HIV/AIDS pandemic. The Joint Learning Initiative on Children and AIDS (JLICA) is a global, cross-sectoral, interdisciplinary exercise in collaboration between policymakers, practitioners, scholars and people directly affected by the epidemic. It is positioned at the interface between politics and programming, and between technical expertise and political prioritisation. Comprising four learning groups, the group on strengthening families is led by Professor Linda Richter.

The Birth to Twenty (Bt20) project is now in its 18th year, and is beginning to enrol the third generation – children of Bt20 children. Called 3G, this generation of the children of both young mothers and fathers in the cohort, as well as their partners, will be 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 cohort studies in a Wellcome Trust funded initiative called Collaboration on Health Research in Transitional Societies (COHORTS), which includes Pelotas, Delhi, Guatemala and the Philippines.

Professor Linda Richter

Executive Director

Child in the Paediatric treatment programme



Children in participatory research methodologies

Specialist researchers 2006/07

Professor Acheampong Amoateng

PhD, Brigham Young University
Family sociology/demography



Dr Zitha Mokomane

PhD, The Australian National University
Qualitative research, family formation and dissolution patterns, adolescent sexuality, children, youth and HIV/AIDS



Professor Arvin Bhana

PhD, University of Illinois at Urbana-Champaign, USA
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 Saadhna Panday

PhD, Maastricht University (The Netherlands)
Tobacco use, adolescent risk behaviour, youth development, health promotion



Mrs Upjeet Chandan

PhD, University of Southern California
Racial formations, gender, violence prevention and public education, children and HIV/AIDS, qualitative methodologies



Ms Sharmila Rama

MA, University of Natal
Child wellbeing and poverty, patterns of time use, child household work, women, children and transport



Professor Andy Dawes

MSc, University of Cape Town
Child rights and wellbeing indicators, child and adolescent mental health, child abuse and violence, programme evaluation



Ms Marguerite Schneider

MA, Reading University, UK
Disability and health, development and poverty in relation to disability



Mr Chris Desmond

MCom, University of Natal
Economics of child care and HIV/AIDS impacts on education systems



Ms Judith Streak

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



Dr Ursula Hoadley

PhD, University of Cape Town
Sociology of pedagogy; teacher's work, curriculum, social class, schooling and socialisation, and school choice



Ms Heidi van Rooyen

MA, University of Durban-Westville
HIV/AIDS risk behaviours and interventions, voluntary counselling and testing, ethics of working in developing countries



Dr Monde Makiwane

DPhil, University of the Witwatersrand
Social science research, using quantitative and demographic techniques



Dr Catherine Ward

PhD, University of South Carolina
Exposure to violence, mental health, substance abuse, youth



Ms Vuyiswa Mathambo

MPH, Umeå University (Sweden)
Qualitative research, anthropological approaches on children and families, children and HIV/AIDS, children's access to health and social services





Prof Adam Habib
Executive Director
t +27 12 302 2802
e ahabib@hsrc.ac.za

Democracy and Governance (D&G)

Committed to democracy, justice and human rights

The D&G research programme's main research focus is on democratisation processes in South Africa, southern Africa and in the wider African continent. The programme's work profile includes the evaluation of legislation, policies and the efficiency of public administration. It also involves research in areas as diverse as heritage, culture, foreign policy, public service performance and delivery, accountability, development, the condition of rural women, racial redress, media and social cohesion.

D&G's work involves debating and assessing the practice of the state and private bodies in a way that strengthens democracy and accountability and facilitates socio-economic improvement. The programme's research interests, as with those of the HSRC as a whole, 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, as well as to deepen public and academic discussion about the conditions of democracy under the current local and global constraints.

D&G's research model is informed by the idea that good policy and political debate are dependent on high-quality research, including research that is theoretical and historical. This research speaks to the nature of the state, and the South African state in particular.

Over the years, D&G's mandate, like the expertise available to it, has expanded considerably. The programme is rapidly developing its reputation as a key national resource for independent strategic thinking and as a home for complementary but wide-ranging multi-disciplinary expertise. The programme has a multi-disciplinary team of researchers with backgrounds in history, political science, public administration, international relations, sociology and media studies. D&G significantly increased its skills base through the incorporation of the HSRC's programme on

Society, Culture and Identity (SCI) in December 2006. More than 60% of the programme's researchers have doctorates. Female researchers constitute one third of the programme research staff. The researchers are spread between Pretoria, Cape Town and Durban.

D&G collaborates with a wide range of local and international partners. These include national, provincial and local governments, international funders and philanthropic organisations, civil society and tertiary institutions.

The programme produces internationally significant work that is of value to national, provincial and local governments and to the wider academic and policy-research community. This includes the definitive annual *State of the Nation* publication – distributed to every South African embassy in the world and a sought after output globally – which charts the current status of South Africa's passage into the post-apartheid era.

Completed projects Publications

D&G researchers published eight books, 26 chapters in books and 21 articles in accredited journals during the year. The subjects addressed by these publications include democracy and governance; trade unions and social movements; land; indigenous knowledge systems and higher education. D&G's high publication rate in international peer-reviewed journals, books and monographs suggests the highest quality of scholarship.

Rural women's rights and traditional authorities

D&G completed the first leg of its project on rural women's rights and the legislated powers of traditional authorities. The project, consisting of a multi-year longitudinal study of communities identified by their application for the registration of communal land, aims to assess the impact of the application of the Traditional Leadership and Governance Framework Act, 2003 and the Communal Land Rights Bill on the equal rights of rural women in terms of

their access to land and resources, as well as their grassroots participation in political processes.

Commissioned reports

In addition, D&G produced five commissioned reports. One of the reports assessed the relationship between Chapter 9 institutions and civil society, commissioned by the Foundation for Human Rights and submitted to Parliament in January 2007. Another report produced by D&G analysed the relationships between the public service, the universities and the private sector. The study was commissioned by the Department of Public Service and Administration.

Women and integrated development

Women have been marginalised in both society and the economy. Against this background, D&G teamed up with Urban, Rural and Economic Development (URED) to do a study on women, decentralisation and integrated development planning in South Africa. The International Development Research Centre (IDRC) of Canada funded the project.

Tourism and the second economy

In collaboration with URED, D&G completed two reports focusing on tourism and the second economy. The reports discuss successes, challenges and new models in pro-poor tourism. Both projects were commissioned by the Department of Environmental Affairs and Tourism.

Human rights lecture series

D&G also completed a joint HSRC/Foundation for Human Rights lecture series, which focused on salient and topical human rights issues and other human rights problems endemic to the African continent. The series managed to provoke debate about humanitarian rights among key decisionmakers and civil society. It tried to facilitate dialogue and encourage respect for diversity, justice and equality, dignity and an enduring commitment to the common good.

African partnerships

Besides completing a number of research projects, D&G established formal working relationships with other African research partners, such as the Council for the Development of Social Science Research in Africa (CODESRIA) so that collaborative research could commence. Locally, D&G consolidated its partnership with the Council on Higher Education. A partnership agreement with Brown University (US) to host D&G junior researchers and interns is in the offing.

Impact of research

The nature of D&G's work is largely qualitative and impact is evident in a number of areas. The priorities and themes of the President's flagship address

in January 2007 were specifically reflected in D&G's work. A paper on the state of the South African social fabric was commissioned from D&G by the Presidency specifically for use in the speech. Other elements in the speech and reflected in D&G's programme include emphases on African collaboration and pan-continental institutional support as well as on improving the efficacy of public administration. The Presidency also commissioned D&G to do a report on Overcoming the legacy of discrimination, focusing on four areas: the public sector; the economy; the role of Chapter 9 institutions; and social capital.

Work undertaken by the programme in the last 18 months further supports the validity of its conceptual thinking and its relevance to the development of state strategic capacity. This work includes research for the Department of Provincial and Local Government, the Presidency, the Department of Arts and Culture and the Department of Foreign Affairs. A document prepared by D&G on the governance sector for the European Commission last year will strongly inform discussion about how and where EU development assistance will be spent.

Throughout 2006/07, D&G researchers continued to be utilised by the South African and international news media as a source for informed analysis and opinion. Senior programme researchers were frequently to be heard on radio, on television and in the pages of newspapers and magazines engaging with a wide variety of critical national and international debates. The repeated requests by authorities at the highest level, such as the Presidency, ministers and directors-general, to provide policy advice, research and feedback indicate a direct impact on the policymaking process.

Facts 'n Figures

D&G produced eight books, 26 chapters in books and 21 articles in accredited journals



Democracy and Governance (D&G) *continued*

Ongoing projects and future research initiatives

D&G has a number of ongoing projects and has developed several new research initiatives for 2007/08. These include large, multi-year projects such as the South Africa in Africa project that focuses on the emerging linkages between South Africa and the rest of the African continent.

Africa have evoked horror and incomprehension among the South African public, intellectual commentators, and even those in the government's criminal justice sector. D&G's research project, Violence in the South African society, intends to grapple with this problem of understanding violence within the South African social context by bringing critical new theoretical perspectives to the question of violence. Until now, this problem has largely been conceptualised in terms of an instrumental understanding of violence.

Another important area of research is heritage. The programme already has two ongoing projects. The first is the Sol Plaatje project, a community history project focusing on the rise of early African intellectuals in Kimberley and the development of community consciousness in the town. Funded by the National Heritage Foundation, the project interrogates issues of identity, tradition and modernity.

The second is the history of the armed struggle heritage project, focusing on the establishment of a struggle museum in the Amathole District Municipality of Eastern Cape. Museums form an integral part of heritage by virtue of their role in preserving and exhibiting history. They play an increasingly important function with regard to tourism where museums frequently serve as a source of information and a quick reference for visitors curious to learn about the history of our country. The proposed museum has a strong potential to yield significant gains for its host community in terms of both tourism and education.

Inequality has remained endemic in most aspects of life in post-apartheid South Africa, in particular with regard to access to resources. The Race and redress project analyses the consequences of the legacy of racial inequality from the perspective of how this may be addressed in a climate that seeks to foster national unity and national identity among South Africans. The study considers gender inequality as a cross-cutting theme which intersects with racial equality.

The priorities and themes of the President's flagship address in January 2007 were specifically reflected in D&G's work

Of particular interest are issues relating to the involvement of the government of South Africa, civil society and the corporate community in Africa's security; peace-building, democratisation and economic development.

Special focus is given to countries where South Africa's peace diplomacy and corporate investment are concentrated (DRC, Burundi, Sudan, Zimbabwe, Cote D'Ivoire, Somalia etc). The project also reflects on the role of Africa and South Africa in regional multilateral organisations, such as the New Partnership for Africa's Development (NEPAD), the Southern Africa Development Community (SADC) and the African Union, and international organisations such as the United Nations. The project will involve multiple research partners from different research institutions in South Africa and across Africa, such as CODESRIA.

Another multi-year project is South Africa and the Middle East, an initiative assessing political developments in the troubled Middle East region. The research undertaken in this project will provide independent research and analysis to the Department of Foreign Affairs, particularly during the South African government's tenure on the Security Council.

Various forms of social violence at all levels of society, ranging from armed robbery to sexual violence and murder, have remained at extraordinarily high levels in South Africa. Both the scope and brutality of the violence currently being experienced in South

Presidential Guard



This three-year study is conducted by a multi-disciplinary team of researchers from various programmes of the HSRC, in collaboration with colleagues from local universities and the NGO sector. The project is being partly funded by Conflict and Governance Facility (CAGE).

The other ongoing projects include the following:

- A social cohesion project, focusing on solidarity and relationships between people as forms of social capital. The project addresses the kinds of values and systems into which South Africans are being socialised;
- A project on fraud prevention in the public service, funded by the German Technical Cooperation (GTZ), evaluates fraud prevention planning in the public service; and
- A project to audit and analyse knowledge products emanating from the Department of Provincial and Local Government is also underway. The project stems from donor-supported programmes in different provinces and municipalities and will assess their value and develop agreed principles and processes of implementation.

Specialist researchers 2006/07

Dr Ivor Chipkin

PhD, Ecole Normale Supérieure
Questions of the state, nationalism, development and democracy



Dr James Muzondidya

PhD, University of Cape Town
Migration, citizenship and identities



Dr Adrian Hadland

PhD, University of Cape Town
Media policy, journalism, ethics, skills development, governance, political institutions



Dr Mcebisi Ndletyana

PhD, University of the Witwatersrand
The history of African intellectuals, memorialisation of South African history and the formation of national identity



Dr Gerard Hagg

DLit et Phil, University of South Africa
Infrastructure development in the arts sector, community participation in development, community arts centres and arts service delivery, identity and cultural diversity in conflict in Africa



Mr Suren Pillay

MA, Columbia University
Violence in contemporary South Africa, the role of South Africa in relation to the Middle East



Dr Gregory Houston

DPhil, University of Natal
Political history, democracy and governance



Dr Pearl Sithole

PhD University of Cambridge, UK
Gender and governance, local government and development, traditional leadership, land and local economic development in rural areas, indigenous knowledge systems



Dr Peter Kagwanja

PhD, University of Illinois at Urbana-Champaign, USA
Developments in peace, security and governance, Africa and the world, South Africa in Africa



Dr Virginia Tilley

PhD, University of Wisconsin-Madison
Comparative ethnic and racial politics and conflict, racial politics of tourism development strategies, Middle East conflict, Latin American indigenous peoples



Dr Darlene Miller

PhD, University of Johns Hopkins
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





Dr Vijay Reddy
Acting Executive
Director
t +27 31 242 5428/6
e vreddy@hsrc.ac.za

Education, Science and Skills Development (ESSD)

Research that skills the nation

ESSD was established in August 2005. In the last year the unit's focus was on consolidating and creating coherence among the different dimensions of its research programme. Good progress has been made in this regard, with the diverse skills and expertise in the programme being utilised to frame research questions and approaches.

The research focus of ESSD spans three major social domains:

- Education
- The world of work
- Science and innovation studies.

The education domain involves research in primary, secondary and tertiary education and its research focuses on access, quality, relevance and equity in education. The world of work encompasses research on labour markets, skills and human resource development and in this way seeks to address the key national imperatives of improving equitable access to skills acquisition, raising employment opportunities and sustaining economic growth. Research on science and innovation studies the link between innovation and social and economic development, increasingly in a comparative fashion with other latecomer economies in Asia and Latin America. The distinctive contribution of ESSD is to research issues at the education, work and innovation system interface and to produce comprehensive, integrated and holistic analyses of the pathways of learners and workers within and between these systems.

Completed and ongoing projects Education assessment studies

Two major studies were completed during the year. The grade 8 study for the Western Cape Education Department involved the HSRC in the design of innovative new assessment instruments in the three main languages of the Western Cape and mathematics. These instruments were

administered to 75 000 learners and then subjected to detailed diagnostic scoring, coding, data capturing, analysis and reporting. The detailed diagnostic information has revealed the extent to which learners at grade 8 in this province are (not) able to construct responses at grade level, as well as the nature of gaps in performing basic literacy and numeracy functions, and more complex reasoning processes. The data also demonstrates that for weak students the use of multiple choice item-based assessment, which offers students the possibility of guessing, is entirely inadequate. Under such circumstances, multiple-choice item testing is likely to offer an inflated notion of achievement, rather than actual performance or ability. This has serious implications for assessment across the entire education system of the country.

The HSRC independently evaluated a school-support programme, *Mvelezandivho*, sponsored by a large international mining house. This programme is taking place over a five-year period in 28 schools in six provinces where the mining company has interests. The intention is to improve the school conditions and learner performance of the children of its employees. The mid-term evaluation of 2006 showed major improvements in the systems and procedures that a range of service providers had been able to develop for schools and districts thus far. These were being implemented through an extended mentoring and training programme, mainly in the areas of school and curriculum management, teaching practice and learning area contents. The findings also revealed that the next challenge would be the constructive implementation of such systems and procedures, before learner performance would consistently benefit from it

Research and development into teacher education

The ESSD research programme continues to participate, together with four other organisations, in the research and development programme into teacher education in South

Africa. The HSRC is responsible for 12 of the 19 projects in the programme, seven of which are concerned with teacher supply and demand, two with beginning teachers, one with teacher education and institutional change in South Africa, one with principals' management of curriculum and instruction, and one with teacher education and the recognition of prior learning. All but one of the components of the study will be published by March 2008.

Tracing the progress of higher-education students
 ESSD, together with the Council on Higher Education (CHE), initiated a tracer study of a cohort of higher education students for the period 2000 – 2002, profiling and analysing factors influencing transition of students through higher education and into the labour market. The study received funding from Ford Foundation. Seven higher-education institutions, reflecting the different characteristic features of South African higher education, were identified. The survey included 34 000 respondents (20 000 leavers and 14 000 graduates). To date, seven case-study reports have been completed and a synthesis report is being prepared.

Table 1: Percentage change in Grade 12 learner aspiration to enter HE, 2001 and 2005, by race

Survey	Black African	Coloured	Indian/Asian	White	Total
2001 aspiration survey	85,4	69,5	91,7	81,3	84,1
2005 aspiration survey	53,5	43,9	65,0	59,1	53,8
Percentage change between 2001 and 2005	(37,4)	(36,8)	(29,1)	(27,3)	(36,0)

Table 2: Grade 12 learner aspiration to proceed to HE within three years and in 2006, by race, 2005

Category of aspirant HE student	Black African	Coloured	Indian/Asian	White	Total
Planning to enter HE within three years (% of total)	53,5	43,9	65,0	59,1	53,8
Planning to enter HE in 2006 (% of those planning to enter HE)	94,6	93,2	91,9	83,6	93,4
Planning to enter HE in 2006 (% of total)	42,1	31,1	50,6	41,0	41,5

Evaluation of literacy in primary schools in Limpopo
 After two years of negotiations with the Limpopo Department of Education and Irish Aid, ESSD has been contracted to conduct a literacy evaluation of primary schools in this province. This ongoing study involves a two-year study to evaluate literacy and curriculum materials in

terms of their literacy demands on learners, and scrutinising classroom practices for efficacy in advancing adequate literacy development of learners. This is a complex project, owing to the extent of linguistic and community diversity in the province as well as the high incidence of rural and multi-grade classrooms. At the same time, this project offers valuable insights into literacy difficulties in early primary classrooms under similar conditions to those found in other southern Africa classrooms. For this reason the findings will have interest to the immediate stakeholders within South Africa and also the education and development community in the SADC region.

Tracking, monitoring and evaluation of Youth into Science Strategy

The Department of Science and Technology (DST) commissioned a three-year study, to be completed in 2009, to set up a tracking, monitoring and evaluation system to measure the impact and effectiveness of its Youth into Science Strategy. The strategy aims to enhance participation and performance of school-going youth and undergraduates in science, technology, engineering and mathematics.

Facilities and resources to improve teaching of sciences

The National Advisory Council on Innovation commissioned a study into the facilities and physical resources required to enhance and improve teaching of the sciences at the senior secondary level. Such resources could be a leverage point to improve the teaching of and performance in this subject. The study found that the provision of laboratories to all schools would be too expensive and therefore the alternative should be considered of

Participants in a panel discussion on challenges facing education in Africa



Mr Mike de Klerk (COO), Dr Andrew Paterson and Mr Michael Cosser (ESSD) mull over the results of a computerised random draw



Thabang Ramocha of New Eersterus, Tshwane, receives the notebook he won in the tracer study draw from Matselane Tshuduko of ESSD

science equipment kits that could provide students with the necessary experience of science phenomena.

Labour, job creation and economic growth

The two-year research programme for the Department of Labour, to be completed in March 2008, will review a number of areas:

- the impact of labour legislation on job creation, small business development, and economic growth
- the impact of sectoral determinations on working conditions and poverty
- employment in the informal economy
- the impact of the Employment Equity Act
- a range of issues to do with the National Skills Development Strategy.

Skills development projects

ESSD is involved in five skills development projects, to be completed in March 2008. These are:

- Identification of scarce and critical skills
- Sector-specific research and related skills requirements
- Learnerships
- Measuring the pool of designated groups that are suitably qualified in various sectors and occupational categories
- National Skills Survey 2007 of small, medium and large firms.

In addition, ESSD has been commissioned to write the *State of skills* series for the Department of Labour in 2005, 2006 and 2007. The 2007 edition, to be completed by March 2008, will carry the research findings of all five projects listed above.

Impact of SETA learnership programmes

The broad aim of a study for the Wholesale and Retail SETA was to evaluate and determine the impact of its learnership programmes. The specific objectives were to investigate the internal efficiency of the learnership programme; the post-learnership employment of learners; and challenges faced by learners, employers and training providers.

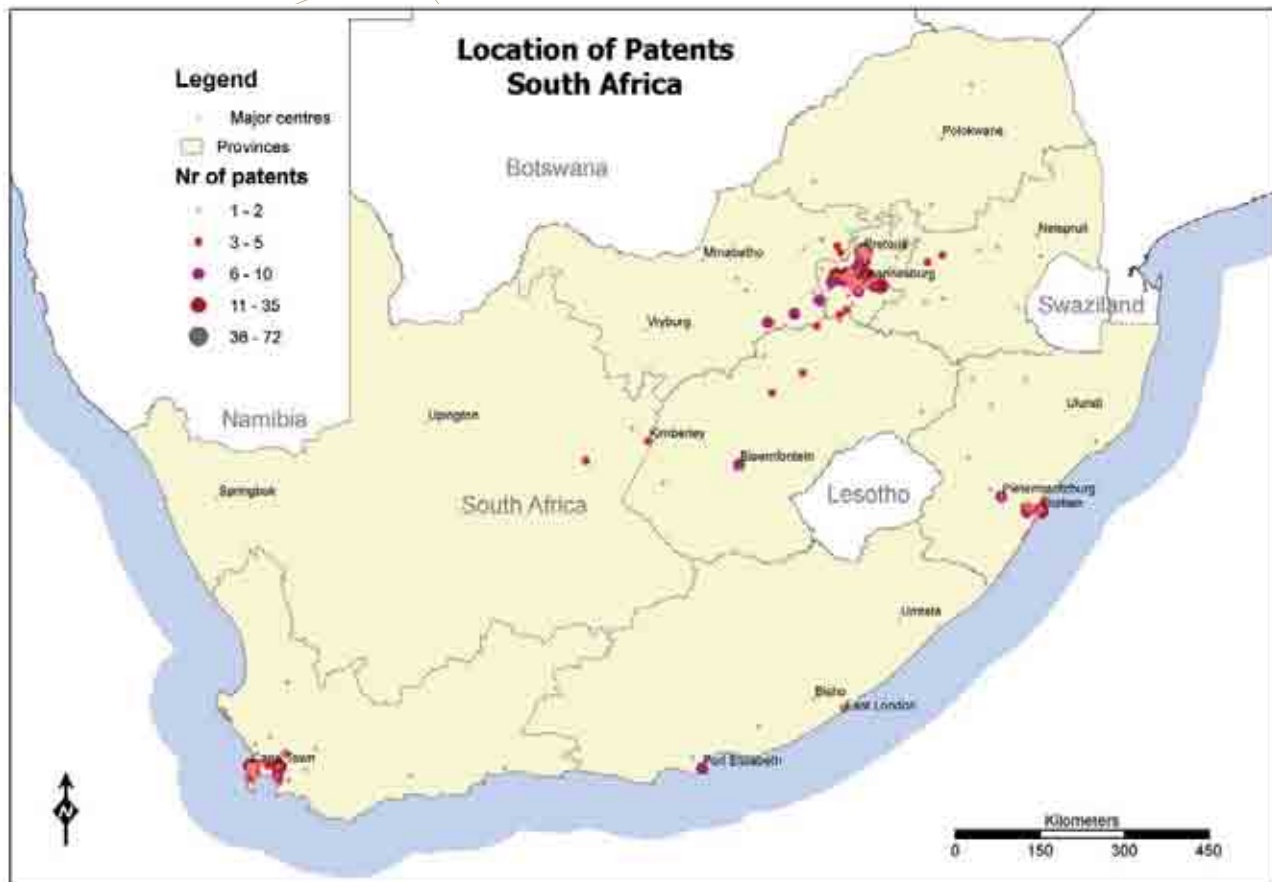
One of the main findings of the study showed that just a third of unemployed learners were employed on completion of their learnerships. The fact that the employment uptake rate for learners who terminated their learnerships was higher than for the learners who completed their learnerships was an important finding. The low post-learnership employment rate challenges the approach of provider-driven versus employer-driven learnerships.

Implementation of internships and mentorships in the public service

This study for the Department of Public Service and Administration resulted in two guidebooks for use across government departments at the national and provincial level, namely *Guidelines for internship in the Public Service* and *Guidelines for mentorship in the Public Service*.

Local and provincial innovation systems

ESSD conducted research for the National Advisory Council on Innovation (NACI) on the local and provincial innovation systems. The study analysed the integration of productive and knowledge-based activities in South Africa at the provincial level. It discussed the existence of regional as opposed to sectoral innovation systems, and laid the basis for a proper estimation of a knowledge production function in the future.



Value of DST's human capital programmes

A project on the extraction of value from existing human capital instruments, commissioned by DST, sought to assess the value of the department's involvement to participants in its human capital programmes. A survey and interviews of participants in the Innovation Post-doctoral Fellowship Programme, the Professional Development Programme and Centres of Excellence showed that the programmes have been of great benefit to all participants, but pointed to a number of areas for improvement. The findings, which have been presented to senior management in the Department, will inform future roll-out of these programmes beyond this mid-term review of its value to participants.

Influence of SET graduates on the National System of Innovation

A study on the career trajectories of doctoral graduates sought to determine, at an individual level, what differences investments in graduate studies in science, engineering and technology (SET) have made (directly and indirectly) to the National System of Innovation. The surprising finding was that doctoral graduates, if not employed by the academic sector, do not immediately enter the SET labour market and might require other training before finding employment. It is important to see

the doctoral training both for the specific knowledge it embodies as well as a set of high level analytical skills which could be used in different situations.

Contribution to *Micro-economic development synthesis report*

ESSD continued working with the Western Cape Department of Economic Development and Tourism and contributed to the second *Micro-economic development strategy (MEDS) synthesis report*. This built on work done for the first *Synthesis report* published in 2005 and deepened the analysis of regional knowledge intensification and innovation in the Western Cape.

It underlined the importance of innovation for higher growth and equitable development, thus validating the research focus of Innovation Studies in ESSD.

Contribution to the *Provincial economic review & outlook*

ESSD contributed to the Provincial Treasury's flagship publication on regional economic trends, and contributed a chapter on the sectoral and employment outlook. It discussed the export performance of the Western Cape in a global context and analysed the relative position of the province *vis-à-vis* competitors from dynamic Asian economies.

Our challenge during the course of this year is to set up inter-disciplinary studies that utilise the research skills present in our research programme

It concluded with a discussion of knowledge intensification across skill levels as a modern strategy of job creation and sustainable competitiveness in a province with much traditional primary sector and industrial activity.

Impact of research

ESSD is involved in many multi-year projects; many of these started during the financial year, the results of which will be available during the 2007/08 financial year. However, being in the key areas of concern in the country – namely education and skills development – the work of ESSD continues to inform policy and practice debates. A few examples of impact are:

- Upon completion of the Ethiopian language education study, the Ethiopian Ministry of Education determined that the findings of the study should form the basis of the new language policy recommendations for primary schools in that country.
- An FET conference provided a rare opportunity for representatives of all 50 FET colleges,

provincial FET directorates, the Department of Labour and other education and training stakeholders to share insights around the HSRC research and to be informed on Department of Education and Department of Labour initiatives. The robust debates at this forum showed the importance of bringing together key policymakers and practitioners to inform these debates.

- The publication of the medical profession monograph generated considerable interest in the media, called attention to the plight of health services in the rural areas and raised the implications of the feminisation of the medical schools.
- The results from the Western Cape Education Department study raised concerns about the performance of learners and the researchers were invited to meet with the provincial authorities on the intervention strategies that need to be implemented to improve performance.

Future developments

A number of research projects commenced during the 2006/07 financial year continue into the 2007/08 financial year. In addition to our present research projects we will also be looking at areas of youth unemployment, and literacy and numeracy development in the foundation phase of school. A Regional Achievement project, which is a large-scale empirical study focusing in on the role played by teacher skills and practice in southern African students' learning, is also in the pipeline.

Our challenge during the course of this year is to set up inter-disciplinary studies that utilise the research skills present in our research programme.

Facts 'n Figures

Only a third of unemployed learners got jobs on completion of SETA learnerships



Specialist researchers 2006/07

Mr Fabian Arends

MBA, University of KwaZulu-Natal
Education Management Information Systems specialist; general and further education and training policy analysis, educator supply and demand analysis, design and analysis of education indicators, statistical analysis and modelling



Dr Bongani Bantwini

PhD, University of Illinois at Urbana-Champaign, USA
DST/THUTHUKA mathematics and science development, youth camps tracking and evaluation, network of science centres tracking and evaluation, National Science Week evaluation



Dr Mignonne Breier

PhD, University of Cape Town
Higher education, professional education, medical, nursing and teacher education, recognition of prior learning, curriculum in higher education



Professor Linda Chisholm

PhD, University of the Witwatersrand
Comparative education, basic education, curriculum, gender, migration



Mr Michael Cosser

MA, University of the Witwatersrand
Higher education, quality assurance, provincial human resources development profiles and strategies, student tracer studies, SAQA and NQF, literary stylistics, discourse analysis



Dr R enette du Toit

DLitt et Phil, University of Johannesburg
Career psychology, vocational identity, skills development, labour market research



Dr Johan Erasmus

PhD, University of Potchefstroom
Labour market research and skills development



Dr Kathleen Heugh

PhD, Stockholm University
Language and literacy policy and planning, mother tongue, bilingual and multilingual education.



Dr Andre Kraak

DPhil, University of the Western Cape
Labour market analysis, technical and higher education and skills development



Dr Glenda Kruss

DPhil, University of Ulster
Higher education policy, private higher education, higher education responsiveness, higher education and innovation



Mr Moeketsi Letseka

MEd, University of the Witwatersrand
Higher education



Mr Jo Lorentzen

PhD, European University Institute
Science, technology and innovation



Ms Percy Moleke

MA (Economics) Georgia State University
Labour market analysis, education and work, labour market training/skills development



Dr Jeffy Mukora

BSc, MSc, PhD, Edinburgh University
Labour market analysis, national qualification frameworks (NQFs) and skills development



Dr Andrew Paterson

PhD, University of Cape Town
ICT training, enterprise training, ICT applications in education, agricultural and rural education



Dr Cas Prinsloo

DLitt et Phil (Psychology), University of South Africa
Assessment theory, education evaluation, factors influencing school functioning and learner performance, psychometrics, research methodology



Ms Jocelyn Vass

MA, University of Manchester
HIV/AIDS impact on economic sectors and the workplace, labour market vulnerabilities and employment equity



Ms Mariette Visser

BA Hons, University of Pretoria
World of work, surveys, database development, data analysis and indicator development. higher education, learnerships and skills development





Dr Laetitia Rispel
 Executive Director
 t +27 12 302 2602
 e lrispel@hsrc.ac.za

Social Aspects of HIV/AIDS and Health (SAHA)

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

The mission of SAHA is to conduct research to inform HIV/AIDS prevention, care and impact mitigation. It remains one of the largest research programmes in the HSRC, with close to 50 full-time equivalent staff members in Pretoria and Cape Town.

SAHA's contribution to capacity building is significant, with almost one third of the total number of research trainees in the HSRC. The programme has also exceeded its publications target, achieving 2,23 publications per senior researcher.

The programme strives to undertake cutting-edge, scientifically sound and innovative research.

It has two primary goals: first, to conduct research that is policy relevant and responds to current challenges facing South Africa; and second, to conduct assessment, monitoring and evaluation of programmes that aim to improve the lives of South Africans.

The main research themes are highlighted in the box below:

Priority research area	Thematic thrusts
<p>Behavioural and social aspects of HIV/AIDS aims to understand the key socio-cultural, political, economic and demographic determinants of vulnerability to HIV infection, risky behaviour, and factors that influence care and mitigate the impact of HIV/AIDS</p>	<ul style="list-style-type: none"> • Theory-based and reduction of gender-based violence behavioural risk reduction interventions for the prevention of HIV transmission • HIV/AIDS impact assessment in the private security and legal services industry • Comparative research on orphans and vulnerable children (OVC) • Understanding stigma and discrimination • Positive prevention
<p>Epidemiology, strategic and health policy focuses on applied epidemiological, policy and strategic research that addresses the needs and challenges of the country and beyond</p>	<ul style="list-style-type: none"> • Comparing oral fluid to dried blood spots for HIV testing among children • HIV/AIDS programme impact assessment and contribution to achievement of the Millennium Development Goals • Estimates and measurement of HIV incidence in SA • Technical support in Eastern Cape on prevention of mother to child transmission of HIV • Medical transmission (infection control practices) in health facility settings • HIV national household surveys • Monitoring and evaluation
<p>Health system research focuses on evaluation of national health policy interventions, access to health services and indigenous health practices</p>	<ul style="list-style-type: none"> • Controlled study of HIV/AIDS/STI/TB intervention with traditional healers • Global ageing and adult health • Social exclusion and its contribution to health inequalities • Evaluation of primary healthcare models • Evaluation of the impact of disability grants • Evaluation of Soul City/De Beers HIV training partnerships in five diamond mining towns

Completed projects

The following major research projects were completed during the year under review:

Strategy for the care of orphans and vulnerable children (OVC)

In 2002, the WK Kellogg Foundation awarded to the HSRC a five-year grant worth US\$5 million. The aim of the project was to develop evidence-based models of successful practice that would help strengthen the capacities of households and communities to respond to the challenge of the growing number of OVC in the SADC region. In each of the three countries that participated in the project (Botswana, South Africa and Zimbabwe) two sites were identified. Both qualitative and quantitative survey studies were conducted to determine baseline information, using the same generic tools in all three countries. This project was a good case study of 17 communities of practice, with numerous beneficiaries, establishing a direct link between research and implementation.

Alcohol screening and brief intervention in the Limpopo Province.

The aim of the study was to provide health professionals at primary healthcare level with a simple tool to identify people at risk of alcohol consumption and to apply a brief intervention to reduce the risk. The intervention was integrated into primary care facilities in Vhembe District, Limpopo Province. Consequently, screening of alcohol problems and the intervention has been approved by the national Department of Health as an important strategy to reduce risky drinking and prevent alcoholism.

Evaluation of the EU/DoH Health Partnership programme

The overall purpose of this study, commissioned by the national Department of Health, was to conduct baseline and feasibility studies to ensure more accessible, affordable, and quality primary healthcare (including HIV/AIDS) for the poorest communities in five target provinces; namely Gauteng, Limpopo, KwaZulu-Natal, and the Eastern and Western Cape. It also highlighted lessons and made recommendations for ongoing and future primary healthcare programmes. SAHA conducted an interim evaluation of this programme and has developed a conceptual and operational monitoring and evaluation framework to support PHC programmes in these provinces.

Evaluation of national drug policy impact

This study investigated the impact of South Africa's national drug policy on pharmaceuticals in

South Africa ten years after implementation, with emphasis on the Western Cape and Limpopo provinces. The findings point to a tendency to over-prescribe antibiotics: 68,1% of the drugs prescribed on the day of visit to public hospitals were antibiotics compared to 31,9% at private surgeries. The WHO considers usage figures exceeding 30% as unacceptably high. The study was widely reported as shown by the media excerpt below.

Viability of the Marriages and Divorces series

The purpose of the study commissioned by Statistics South Africa was to assess the viability of this series of the Division of Health and Vital Statistics of Statistics South Africa. Some of the key recommendations are highlighted in the figure below:

- Continuation of the series, but improving the quality and usefulness of the series
- Dedicated mailbox for incoming divorce forms
- A database package that allows data entry programmes to be written to perform consistency checks
- The publication of the series should remain in the Division of Health and Vital Statistics.

Substance-abuse trends in South Africa

A review, commissioned by the national Department of Social Development, synthesised available epidemiological data on substance use and treatment admissions in South Africa since 1994. Tobacco use was found to be on the decline in South Africa, but alcohol-drinking patterns seemed to have stayed similar over time. Harmful drinking in pregnant women was 2,5% nationally, higher in urban areas (4,1%), among coloureds (11,6%) and in the Northern Cape Province (24,9%).

Facts 'n Figures

More than 68% of drugs prescribed at public hospitals in two provinces on the day of visit were antibiotics, compared to nearly 40% at private surgeries

Social Aspects of HIV/AIDS and Health (SAHA) *continued*

Trends show an increase in substance abuse treatment admissions, and increased use of cannabis, heroin, cocaine, crack and methamphetamine.

Although the prevalence of illicit drug use in South Africa is relatively low compared to the USA and Australia, policies need to be designed to reduce the levels of sub-populations at higher risk.

Good HIV/AIDS practices in the education sector in Commonwealth Africa

Key findings from a review of education-sector responses to HIV/AIDS in Commonwealth Africa, 2006

- Pockets of excellence were found in all countries but not wide-scale implementation.
- Most countries have education-sector policies and strategic plans on HIV and AIDS but implementation is generally weak.
- Inadequate attention given to:
 - interventions targeting teachers and parents
 - pre-school and higher education sectors
 - out-of-school youth
 - monitoring and evaluation
 - programmes for orphans and vulnerable children
 - tending to focus on feeding programmes and neglect other important needs.

Illicit drug use in South Africa is relatively low compared to the USA and Australia

Prevention of mother to child transmission, Eastern Cape

The study has shown that the socio-economic context presents a formidable barrier to the provision of PMTCT services, and that poor roads, an under-developed transport system and poor telecommunications are significant obstacles to access, even with available free healthcare services. This is exacerbated by understaffed and under-developed healthcare facilities. Several supportive interventions have been introduced as part of the study, which include ready made Nevirapine packs, traditional birth attendant evaluation, staff training and supportive activities and some infrastructural interventions.

Daily diary study to examine behaviour of HIV-positive people

One of the main objectives of the study was to examine the relationship between consuming alcohol prior to sex, and subsequent unprotected sex among a sample of 82 HIV-positive people in Cape Town. The participants were

recruited from HIV clinics and support groups. Participants were asked to keep a daily diary and were interviewed daily for 6 – 12 minutes. It was found that over half (58%) of unprotected sex acts were with partners either perceived to be HIV-negative or whose HIV-serostatus was unknown. The study found a positive correlation between unprotected sex and greater volume and frequency of alcohol consumption.

A follow-up study will develop a sexual risk-reduction intervention to address alcohol use in the context of sexual behaviour. The intervention is aimed to assist HIV-positive individuals to reduce their sexual risk behaviour.

Impact of completed research

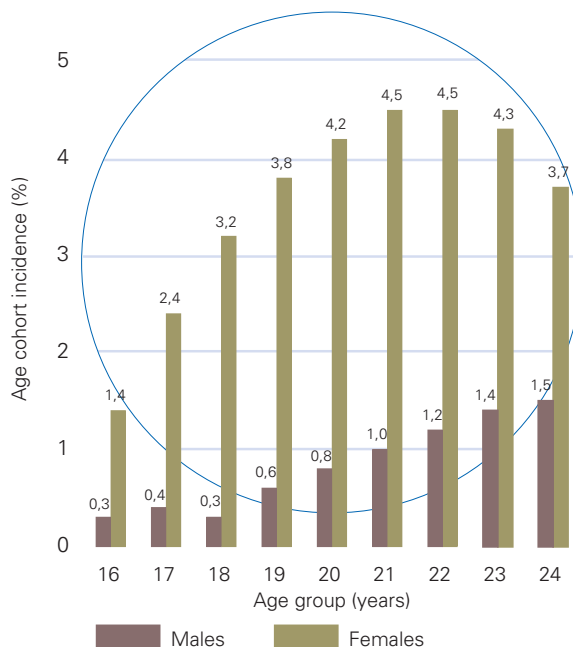
The most significant impact has been in the development of South Africa's new National Strategic Plan on HIV, AIDS and STIs, 2007 – 2011. SAHA staff contributed extensively in sectoral workshops and consultative meetings, and its research features prominently in the Plan.

The results of the 2005 South African national household survey on HIV prevalence, incidence, behaviour and communication were quoted in the 2006 International AIDS Conference in Toronto, and the advice of SAHA researchers is sought in all major national events.

International AIDS Conference 2006, Toronto

SAHA staff presented a cumulative total of eight posters and one oral presentation at the Toronto conference, and also presented and participated in the SAHARA satellite session.

HIV incidence estimates by single year of age in 15-24 year old age cohorts



HIV incidence measures provide new insights

A paper published in the *South African Medical Journal*, entitled The national HIV incidence measures – new insights into the South African epidemic, has been the subject of much attention from the media and has generated considerable positive publicity for the HSRC. *New insights into the SA epidemic provided by SAHA researchers. Source Rehle et al, SAMJ, 2007*

Ongoing projects and future developments Enhancing the monitoring and evaluation of HIV/AIDS

SAHA has a multitude of ongoing projects. A new five-year multi-million project, entitled Programme to improve the capacity of an indigenous statutory institution to enhance monitoring and evaluation of HIV/AIDS in the Republic of South Africa, covers strategic information, PMTCT, medical transmission and positive prevention. The overall goal of the project is to develop capacity to generate objective, verifiable and replicable HIV and AIDS-related data to support South Africa's efforts in the prevention, treatment and care of the epidemic.

Assessment of the impact of prevention and care programmes

SAHA is participating in a project that assesses the impact of HIV/AIDS prevention and care programmes funded by the Department of Science and Technology. This project is part of the overall impact assessment programme of the HSRC to measure SA's progress towards meeting the Millennium Development Goals.

Global ageing and adult health study

A large longitudinal study on global ageing and adult health (SAGE) in South Africa forms part of a WHO multi-country survey study programme. The goals of SAGE are to promote a better understanding of the effects of ageing on wellbeing, to examine the health status of individuals 50 years and older and the changes, trends and patterns that occur over time. It

also aims to improve the capacity of researchers to analyse the effects of social, economic, healthcare and policy changes on current and future health. The pilot project, which forms the basis of the main study, has been completed and fieldwork for the main study has commenced.

Social exclusion

A project on social exclusion, conducted under the auspices of the Social Exclusion Knowledge Network (SEKN), forms part of the Commission on Social Determinants of Health of the WHO. The coordinating hub is at Lancaster University, with sub-regional hubs in Europe, South America, South East Asia and sub-Saharan Africa (SSA). SEKN focuses on the relational processes that contribute to exclude particular groups of people in different contexts from engaging fully in community/social life and the impact of these processes on health inequalities. SAHA is coordinating the sub-Saharan African hub. The project consists of a South African case study and an appraisal of selected social inclusion policies in sub-Saharan Africa. The project is nearing completion, and SAHA will host the final meeting of the SEKN in June 2007.

The impact of disability grants

Fieldwork for a study which aims to measure the impact of disability grants on people living with HIV/AIDS in the Eastern Cape has commenced.

Soul City/De Beers community HIV/AIDS training partnership

The main purpose of the evaluation is to conduct a qualitative assessment of the process and impact of the training programme in the five mining areas of Finch and Namaqualand in the Northern Cape, Venetia and The Oaks in Limpopo, and Cullinan in Gauteng. The evaluation is intended to inform future programmes and/or activities. Fieldwork for the evaluation commenced in Cullinan, Gauteng.

Multi-million rand project to improve capacity for monitoring and evaluation in the RSA

Name	Where?	What?
Positive prevention	Mthatha area of the Eastern Cape	A support-group-based intervention designed to reduce HIV transmission risks for PLWHA and their partners
Medical transmission	Western Cape and parts of Northern Cape	Assess potential for nosocomial transmission of HIV among patients and staff in public health sector facilities; conduct training of healthcare workers in infection control and assess the impact of training
Prevention of mother to child transmission programme	Kouga area of the Eastern Cape	Programme strengthening, including technical and monitoring and evaluation support
Strategic information	National focus	HIV testing among children study in Gauteng and the Western Cape Developing a master sample Third national HIV household survey

Social Aspects of HIV/AIDS and Health (SAHA) *continued*

Alcohol use and HIV risk reduction

The purpose of a project on alcohol use and HIV risk reduction is to design and field-test a theory-based, risk-reduction intervention for men and women who use alcohol and are at risk for HIV infection in Cape Town, South Africa. Depending on the outcome, it is envisaged that the project will be rolled out to other provinces. It involves developing and piloting a 60-minute theory-based risk-reduction intervention for individuals – first introduced at the Spencer Road STI Clinic in Cape Town during 2006 – and then at a single, three-hour, group-based intervention in Delft township, also in Cape Town.

Assessment of HIV/AIDS in the private security and legal services

A project of the Safety and Security Sector Education and Training Authority (SASSETA), it aims to conduct a critical assessment of HIV/AIDS in the private security and legal services industries. This includes measuring the HIV prevalence rate, the impact of the epidemic on businesses and business response. The project was launched successfully in five provinces and fieldwork has been completed. Results will be available in the next financial year.

Phaphama 2

This five-year project is a follow-up study to Phaphama 1, and is funded by the USA's National Institute of Mental Health through the University of Connecticut. It is a theory-based HIV risk-reduction intervention, implemented with STI service users in three primary healthcare clinics, in Cape Town, Ekurhuleni, and Queenstown.

Building of research capacity on stigma

A five-year project on capacity building for research on HIV stigma, funded by the USA's National Institute of Mental Health (NIMH) through Penn State University, aims to strengthen infrastructure and capacity building at the University of the Western Cape (UWC) and the University of Limpopo. The purpose is to develop and sustain cultural and gender-based interventions for the elimination of stigma associated with HIV/AIDS prevention, care and support.

Gender-based violence and HIV in men

This four-year project on gender violence and HIV risk reduction targeting South African men, funded by NIMH through the University of Connecticut, aims to design and field test a gender- and theory-based risk reduction intervention for the prevention of HIV transmission and sexual violence against women in Cape Town, South Africa. The study will yield important new information on intervention models for reducing HIV risks in South Africa, particularly among men, who are a difficult group to reach.



The HSRC exhibition booth at the 2006 International AIDS Conference in Toronto

Specialist researchers 2006/07

Dr Gail Andrews

PhD, University of the Western Cape
HIV/AIDS related research



Dr Pelisa Dana

PhD, University of KwaZulu-Natal
HIV/AIDS intervention research



Mr Sean Jooste

MA, University of the Western Cape
Research design and methodology, design of research instruments



Ms Ntombizodwa Mbelle

MA ELT, Thames Valley University, MPH, Medical University of South Africa
Project & finance management, project planning, tracking and reporting, evaluations



Dr Carol Metcalf

MBCbB, University of Cape Town MPH, University of Washington, Seattle, USA

HIV and STI prevention research, epidemiology of HIV and STIs, intervention research, HIV testing and counselling



Professor Karl Peltzer

PhD, University of Hannover Dr Habil, University of Klagenfurt
Social aspects of public health, health behaviour, behavioural health, psychology applied to health, culture and health



Professor Nancy Phaswana-Mafuya

PhD, University of the North
Social aspects of public health, HIV/AIDS, injury prevention, substance use and misuse, social work applied to health



Dr Victoria Pillay

PhD, University of Cape Town
Sodium and potassium disturbances in childhood diarrhoea



Professor Thomas Rehle

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



Professor Geoffrey Setswe

DrPH, University of Limpopo
Systematic reviews, behavioural interventions for reducing HIV risk, monitoring and evaluation of HIV/AIDS and public health interventions



Professor Leickness Simbayi

DPhil, University of Sussex
Biological aspects of psychology, applied health psychology, HIV/AIDS and traditional healing



Dr Donald Skinner

DPhil, University of Cape Town
Social aspects of HIV/AIDS, social and clinical psychology, qualitative research, intervention research



Dr Cily Tabane

PhD, University of Pretoria
HIV and AIDS and cultural practices, clinical social work applied to health, HIV voluntary counselling and testing



Dr Khangelani Zuma

PhD (Statistics), University of Waikato, NZ
Statistics, survival analysis, Bayesian simulation methods and modelling infectious diseases, HIV/AIDS





Dr Udes Pillay
Executive Director
t +27 12 302 2502
e upillay@hsrc.ac.za

Urban, Rural and Economic Development (URED)

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 and southern Africa and across the continent, through:

- Problem-oriented research
- Monitoring and evaluation
- User-driven policy briefs.

The activities of URED coalesce around four sub-programmes, all designed to respond primarily to the government's key national development priorities and challenges, as identified in the social and economic clusters in particular. These are:

- Poverty and rural development
- Infrastructure and service delivery
- Urban change, city strategies and migration
- Human development, tourism and climate change

Poverty reduction is the unifying, overarching theme and purpose of URED's work, with most of our projects conducted in collaboration with internal and external collaborators. The challenge of combating underdevelopment and poverty, given fresh focus by President Mbeki in 2003 when he first spoke of the existence of 'two economies', has provided an insightful backdrop to the research conducted by this programme. This theme becomes even more prominent as the programme tries to think in deeper and more differentiated ways about why underdevelopment in its many related aspects has proved so difficult to tackle.

URED'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 and regional development, and economic development with a

view to developing formidable organisational capacity and competence in integrated development research.

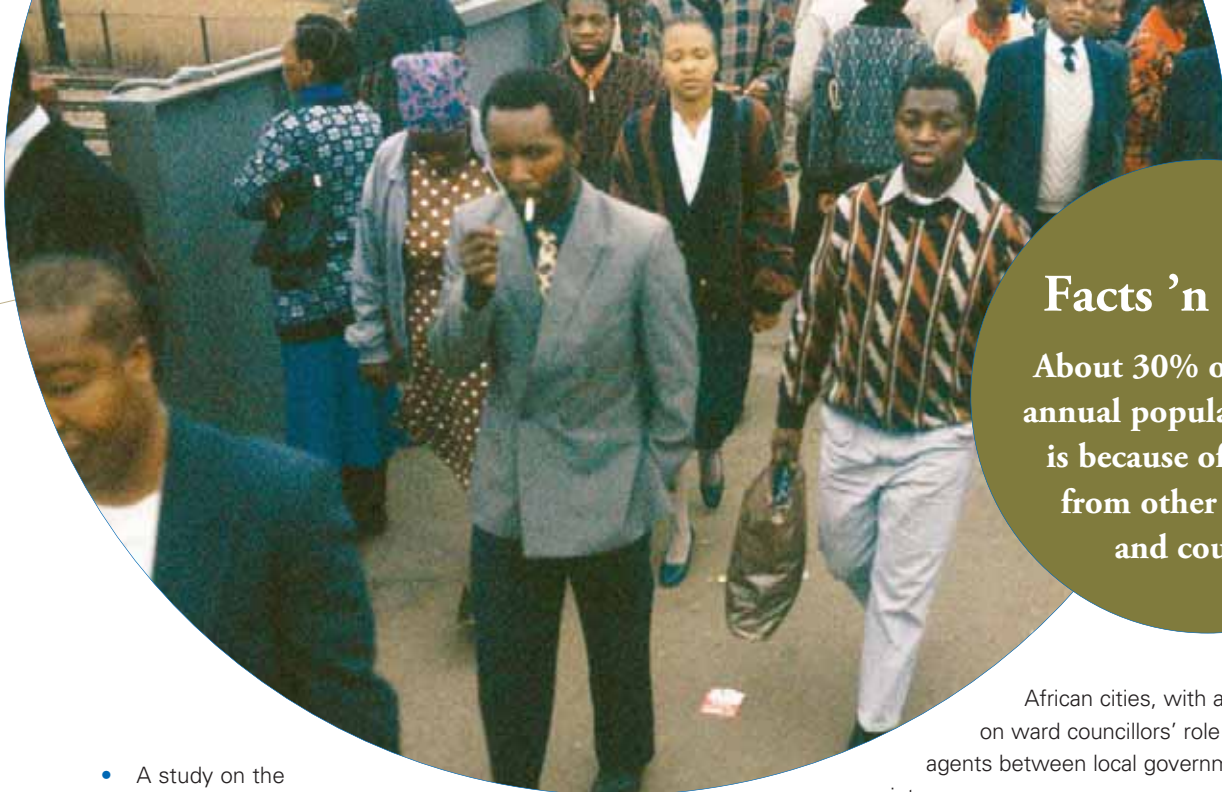
URED has 20 full-time researchers, with four support staff, and has a presence in all three HSRC locations. The programme also houses a complement of 13 interns, two African research fellows and a post-doctoral fellow. New thematic areas to be further developed in 2007/08 include the social aspects of climate change, sustainable energy use and a programme of 'futures' research.

Completed research

Poverty and rural development

This sub-programme focuses on issues related to poverty, inequality reduction, and land and agrarian issues in South and southern Africa. Completed projects in this area include:

- A study to establish baseline statistics and data-collection methods for the Department of Agriculture's monitoring and evaluation system which the department used to track its achievements relative to its strategic plan;
- An evaluation of poverty-reduction projects funded by the Department of Science and Technology (DST) consisting of a close examination of ten such projects around the country that were aimed at creating new economic opportunities for the poor, in particular the rural poor. It analysed the strengths, weaknesses and limitations of DST's overall approach to poverty reduction;
- The final report for the South African component of the multi-country Metagora Pilot Project, which applied rigorous survey methods to document the realisation of good governance and human rights in respect of concrete, context-specific policy areas. This is the first report to generate substantial and rigorous information regarding the nature and extent of land demand in South Africa, how land reform should be conducted, attitudes towards land invasions, and other issues; and



Facts 'n Figures

About 30% of Gauteng's annual population growth is because of migration from other provinces and countries

in South African cities, with a specific focus on ward councillors' role as the liaison agents between local government and civil society.

- A study on the importance of indigenous knowledge in reducing poverty among rural agrarian households, supported by the DST, explored people's use of local or indigenous knowledge in conjunction with – or as alternatives to – interventions applied by the state and various service providers as a means to ensure their continued survival.

Infrastructure and service delivery

Completed research in this sub-programme focus on infrastructure and service delivery; micro-enterprise support; urban and rural livelihoods and related issues, included the following:

- The cholera project, funded indirectly by the Canadian International Development Research Centre (IDRC), examined the manifold relationships between poverty and cholera through a social survey of two affected communities.
- The WASH campaign focused on the production of water-related health promotion materials and a strategy for their use in rural and shack communities in which health conditions are poor and people particularly vulnerable to HIV/AIDS.
- A project, undertaken in collaboration with the Centre for Public Participation in Durban, focused on public participation in improving service delivery at the local and district municipal level.

Urban change, city strategies and migration

This sub-programme focuses on urban and economic development strategies in cities, and the dynamics of migration flows.

- A project on local participation in a democratising South Africa, funded by the French Institute of South Africa (IFAS), assessed the effectiveness of local participation

- A project on Women, decentralisation and integrated development planning examined the implications of decentralisation to local government through integrated development planning for women's rights and entitlements established at national level.
- A follow-up project on migration aimed to determine the links between expectations, social networks, family influences, information flows and selectivity factors on the one hand, and migration intentions and subsequent actual migration behaviour on the other hand.
- A project on slum-free cities, sponsored by DST in collaboration with the Department of Housing (DoH), assessed the impact of policies, strategies and activities being implemented in South Africa to reach the Millennium Development Goal Target 11, Goal 6, on action against slums. The study confirmed the powerful South African effort in the field of housing delivery, but noted that slums continue to proliferate in line with trends on the international scene.
- A report on *Urban performance and trends for the South African cities network's state of cities report*, provided a statistical almanac and analysis of trends on demography, and the productive, inclusive, well-governed and sustainable city for the nine largest cities in South Africa.

Human development, environment and tourism

This sub-programme investigates the associations between the health and development of individuals, households and communities in relation to their social, demographic, economic, cultural and living environments. It also addresses tourism and development and the social aspects of climate change and sustainable energy. Completed projects include:



- A study on the relationship between poverty and HIV/AIDS at the household level, conducted in a peri-urban area of Cape Town, showed a significant relationship between HIV and asset depletion and hunger. The study was replicated in Kenya where a relationship was demonstrated between the stages of disease and asset depletion.

- A study on the nature of the tourism's second economy, commissioned by the Department of Environmental Affairs and Tourism (DEAT), investigated the likely economic and social development spin-offs from DEAT-sponsored tourism-related poverty relief activities. It concluded that if poverty eradication is to be achieved, new kinds of interventions will be required that bridge the gap between very small, often informal, micro-tourism enterprises and the formal tourism sector.
- A follow-up to the previous study investigated tourism ventures which were considered as having had some success in terms of local economic and social development. In all cases examined, successful tourism projects resulted from vigorous community collaboration plus strategic support from outside players. The project concluded that there is a need for a collaborative research programme that will design guidelines for government at all levels regarding pro-poor tourism policy.

Impact of recently completed research

The Department of Agriculture has adopted the approach recommended in the study to establish baseline statistics and data-collection methods for the department's monitoring and evaluation system, and has taken forward one specific recommendation, namely that progress in respect of the objectives of black economic empowerment in the agricultural sector, or AgriBEE, be assessed by means of a dedicated survey.

Following the study of its poverty reduction projects, DST commissioned the HSRC to develop strategic guidelines for the department's social impact investments. The document, which has been formally adopted and printed by DST, provides clear operational definitions and steps according to which the department pursues its poverty reduction mandate.

The findings from the project on Women, decentralisation and integrated development planning have been widely disseminated, and are being fed into reviews of the local government gender framework.

The FIFA 2010 project, while ongoing, has elicited much public interest since its inception, with *Business Day* providing the HSRC with a fortnightly opinion column; numerous interviews conducted with the media on South Africa's state of readiness and the legacy impact of the event; the annual public attitudinal survey on 2010 being used by stakeholders to benchmark public attitudes to the

event in order to conduct longitudinal analysis, while providing policymakers and practitioners alike with decisive planning information in the run-up to the event; and the Local Organising Committee (LOC) of the World Cup expressing its desire to work with the HSRC on a programme of 'legacy' research.

The Statistician-General devoted an entire section of the May 2006 *Business Report* to the two reports on migration arising from the migration project. The MDG report has been presented to the national Department of Housing's (DoH) strategic committee, and the recommendations are being considered. Conference papers arising from this topic led to an invitation to present a critique of current housing policy to the DoH in December 2006.

Work on service delivery has attracted high levels of publicity for the unit's research reports and continuing interest in its work. The research on cholera has led to continuing prioritisation of the disease in policy documents of Department of Water Affairs, and the Regulation Strategy, for instance, identifies eliminating cholera as a key strategic initiative and sets out similar concerns about water services in these areas.

A project to develop an appropriate tool to ensure the sustainability of municipal water services to the poor has led to the publication of a scorecard on national targets and the current state of delivery received considerable publicity. The project has had high impact on the training of community practitioners within the national qualification framework, and in carrying out some implementation research by organising workshops of local and district municipalities to discuss the results and plan responses. The training materials have also been accredited by the Education Development and Training Providers SETA. The tool is now available to local and national regulators to engender a high level of well-prepared participation in water services regulation.

Three case studies show that land reform is having a very limited impact on rural development



Ongoing research

In the area of poverty and rural development, ongoing projects include a study in South Africa and Uganda on the impact of women's property rights in mitigating vulnerability to domestic violence; a study of the impact of HIV/AIDS on land reform and land-based livelihoods (with support from the Rockefeller Brothers Fund); an evaluation of the government's poverty reduction programme on behalf of the Public Service Commission; a study on behalf of the Southern Africa Trust regarding the participation of civil society in developing and monitoring Poverty Reduction Strategy Papers in the southern African region; and participation in an ESRC/DFID-funded three-country study (Namibia, Zimbabwe and South Africa) led by the University of the Western Cape, and of which the HSRC is leading the South Africa component. Also ongoing is technical support to the Namibia Statistics Bureau regarding analysis of recent household surveys.

Projects in the urban change, city strategies and migration area include working with the African Migration Alliance, linking migration researchers across several African countries; academic and applied research on the urban development implications of the Fifa 2010 World Cup, examining in particular how cities are responding to the challenge of this event, and assessing the relationship between mega-events and urban development; a national study of homelessness; a project addressing ways to support government's efforts to defeat the exclusionary legacy of apartheid by spatially restructuring South Africa's metro cities; developing models for spatial planning to enable integrated infrastructure delivery; examining South African trends and patterns in urbanisation and migration; and a socio-economic and epidemiological impact assessment of the Lesotho Highlands Project.

Ongoing work in the area of infrastructure and service delivery includes a project to evaluate value-for-money in

Urban, Rural and Economic Development (URED) *continued*

the public sector, commissioned by the Public Service Commission; measuring service delivery in South Africa and southern Africa; the WASH campaign and health promotion; and measuring the human-scale development impact of infrastructure-led development projects.

Under human development, environment and tourism, ongoing work includes the relationships between poverty and HIV at the household level; assessments of best-practice models for pro-poor tourism; teachers' experiences of people living with HIV/AIDS in South African schools; and segmenting domestic tourism in South Africa, using the Travel Career Ladder.

Future developments

Two major research initiatives will be launched in the 2007/08 financial year:

- A State of the Future Index (SOFI) for South Africa, which is a measure of the 10-year outlook of the future, highlighting the direction, intensity, and factors responsible for change. It will be the first time a SOFI has been developed for South Africa, and the HSRC will interrogate the efficacy and relevance of the method for application in the African context, possibly leading to recommendations about how best to develop SOFI for Africa countries and regions.
- The social aspects of climate change and sustainable energy. Climate change research, partly through a survey of attitudes to climate change and by encouraging social scientists to take a

fresh look at development issues through a 'climate change lens', will assess the role of this phenomenon in social development and health issues, and investigate its role in limiting developing countries' potential in achieving the Millennium Development Goals (MDGs). Energy research will focus on the social aspects of energy demand and the appropriateness and acceptability of mixed energy models of supply.

URED is projected to increase its full-time research complement by five, and grow its intern complement to 13, in the 2007/08 financial year. Much of the programme's future work will be devoted to initiating large-scale, multi-year, collaborative projects with our African counterparts on issues deemed to be of both national and continental importance in the fields of poverty and development.

Facts 'n Figures

Some 51% of respondents believe that the main benefit of the 2010 Fifa World Cup will be economic and employment benefit



Specialist researchers 2006/07

Dr Michael Aliber

PhD, University of Wisconsin
Public policy, micro-finance, land reform, poverty reduction and sustainable development, small-scale farmer development and monitoring and evaluation



Dr Orli Bass

PhD, University of Cape Town
Relationships between urbanity and culture, postcolonialism, creolisation and identity, site-specific performance, cultural strategies and culture-led regeneration, African urbanity and representations of Africa and its cities



Dr Claire Benit

PhD, University of Poitiers (France)
Urban policy, urban governance, community participation, local government, labour, security



Ms Catherine Cross

MA, University of Michigan
Migration, environment and settlement, urban and rural development, housing, poverty, homelessness, rural finance



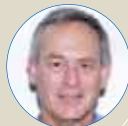
Mr Tim Hart

MPhil, Stellenbosch University
Agricultural and rural development, indigenous knowledge, participatory research



Dr David Hemson

PhD, University of Warwick
Public service delivery, social issues, policy impact assessment



Mr Richard Humphries

MA, Rhodes University
Sub-national government and public policymaking dynamics



Dr Peter Jacobs

PhD, Fordham University (New York)
Poverty and rural development



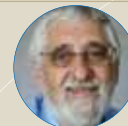
Ms Geci Karuri-Sebina

MA, University of California, Los Angeles
Infrastructure and service delivery, public policy, development planning, futures study, technology and poverty



Dr Pieter Kok

PhD, University of Pretoria
Regional human resource flows



Dr Sarah Mosoetsa

DPhil, University of the Witwatersrand
Urban livelihoods, work and unemployment, intra-household dynamics, poverty and gender, social and economic policy.



Professor Adekunbi Omidoyi

PhD, University of London (LSE)
Techniques of demographic analysis, fertility and reproductive health, poverty, environment and development



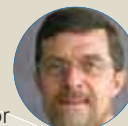
Mr Benjamin Roberts

MSc, University of Natal
Poverty Reduction Strategy Papers (PRSPs), Millennium Development Goals, subjective wellbeing, poverty analysis, rural development



Professor John Seager

PhD, University of Wales
Social, environmental and economic determinants of health and wellbeing in poor communities.



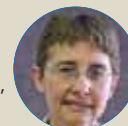
Ms Jarè Struwig

MA, University of Pretoria
Surveys and research methodologies



Professor Alison Todes

PhD, University of Natal
Urban policy and development, urbanisation, urban development strategies, regional development, urban spatial organisation, urban economic development, urban and regional planning



Mr Johan van Zyl

BA Hons, University of Pretoria
Analytical demography, field surveys, data analysis





Prof. Michael Kahn
Executive Director
t +27 21 466 7802
e mkahn@hsrc.ac.za

Knowledge Systems (KS)

Harness organisational information to do new things

KS is now in its second year of operation and has displayed both cohesion and productivity. Its three components: Socio-Economic Surveys (SES), the Geographic Information Systems (GIS) Centre and the Centre for Science, Technology and Innovation Indicators (CeSTII) have all contributed to this success.

Completed projects

In the past year, Knowledge Systems engaged in a wide range of research initiatives.

Geo-spatial datasets for Africa

The GIS Centre developed a catalogue of fundamental geo-spatial datasets across Africa, in collaboration with six African partner organisations. The findings indicate that the majority of the 30 fundamental datasets are available in Africa, but that the quality of the datasets needs to be assessed. Data in postal code zones is available for only 30% of African countries, while airports and ports, bathymetry, digital elevation model, feature names, natural water bodies, populated places, railways, roads and satellite imagery exist for all countries on the continent. A gap analysis was also conducted for each country. The findings of the project were accepted by the May 2007 meeting of the Committee on Development Information-Geo (CODI-Geo) of the UNECA and countries have been requested to give priority to collect datasets that are lacking.

Food Insecurity and Vulnerability Information Management System (FIVIMS)

A project on the validation of food insecurity and vulnerability information with local users in Sekhukhune District, funded by the World Food Programme (WFP) and conducted under the auspices of the Department of Agriculture (DoA), piloted the development of a Food Insecurity and Vulnerability Information Management

System (FIVIMS) in the district municipality of greater Sekhukhune. Activities included a user-needs assessment among stakeholders; validating information collected during a previous phase of the project; conducting a livelihood survey to assess the food insecurity and vulnerability situation and to examine trends; development of a web-based decision support system and the capacity of users. A key activity of the project was to develop information products (for example information briefs, brochures, posters) that would convey simple messages to decision- and policymakers.

Situation analysis of rural and farm schools

This project in KwaZulu-Natal determined the average and worst-case distances learners of school-going age in the general population have to travel to reach the nearest rural or farm school. The aim of the project was to provide GIS-based decision-making products to the provincial Department of Education to determine which schools should be closed, without impacting negatively on the accessibility of schools in the affected areas.

The Socio-Economic Surveys (SES) section completed a number of client projects successfully.

Attitudinal surveys

A national survey commissioned by SARS sought to collect information on the behaviour, attitudes and perceptions of South Africans towards tax compliance. A tax compliance model was developed that indicated the key drivers of tax compliance. Another national survey that gathered information on access to and affordability of information communication technology (ICT) was conducted for the national Department of Communication.

SES continues to collaborate with the HSRC's Urban, Rural and Economic Development and Research Surveys (a private

research organisation) in assessing the attitudes of South Africans towards government initiatives and projects in a study for the Government Communication and Information System (GCIS). The project tracks the general mood of the nation and four quarterly reports in a year are prepared for the client.

SES is also finalising the editing of chapters for an omnibus publication based on the South African Social Attitudes Survey (SASAS) 2003-2005 and developing articles for submission to peer-reviewed journals.

Social grant beneficiaries

In collaboration with Geospace International, SES gathered data from 14 000 respondents for the Social Grant Beneficiaries project (7 000 social grant beneficiaries and 7 000 in a control group). The fieldwork and data processing presented a significant challenge for SES because it was the first time hand-held computers were used to collect data.

Red Door project

One of the SES researchers worked with the HSRC's Society, Culture and Identity research programme in Cape Town on the Red Door project of the Western Cape Department of Economic Development and Tourism. The main aim of the Red Door intervention was to assess the impact of tourism on the Western Cape and it was found to have a significant effect in expanding the activity of the informal economy.

Research methodologies and statistical techniques are core to the activities of SES, and existing survey datasets will thus continue to be utilised to test the application of various statistical and modelling techniques to social science data. Data archiving and dissemination projects will continue and be expanded to cover other HSRC research programmes.

Research and development (R&D) and innovation surveys

The Centre for Science, Technology and Innovation Indicators (CeSTII) undertakes national surveys on R&D and innovation and compiles resultant R&D and science and technology (S&T) data for the Department of Science and Technology (DST).

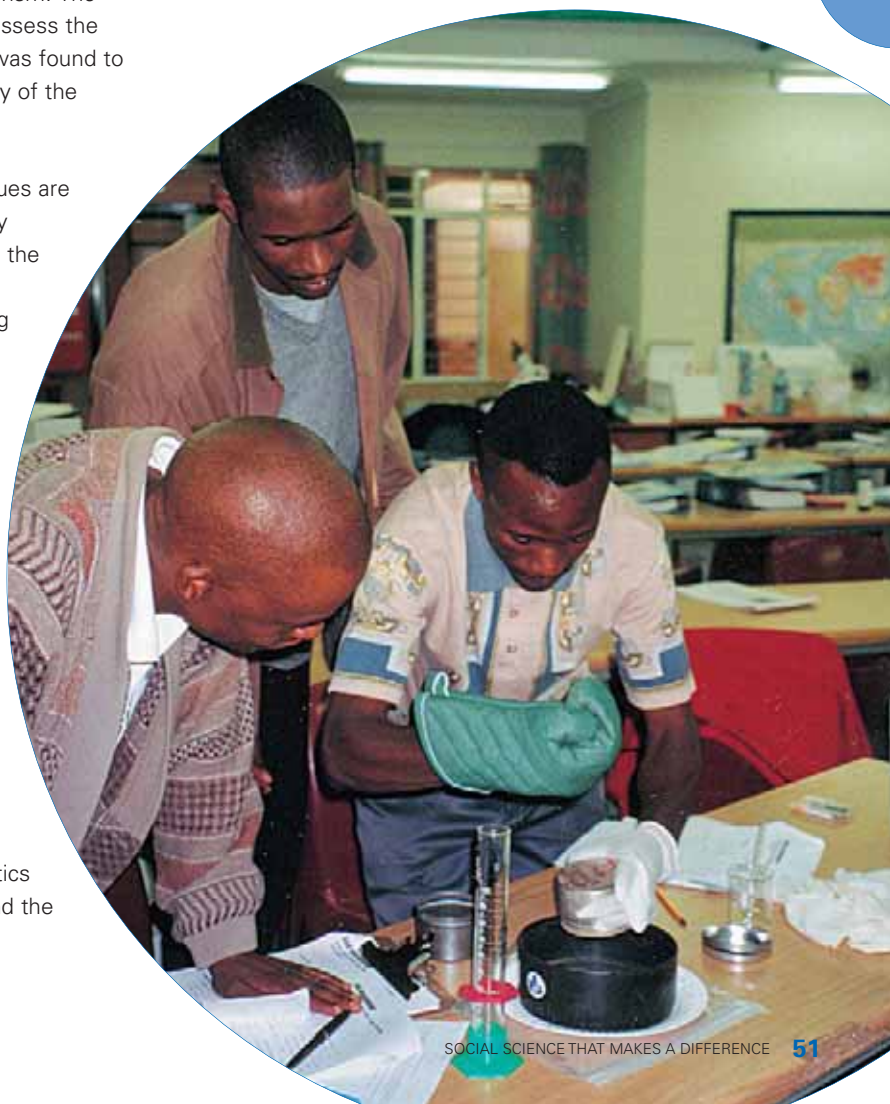
The 2004 memorandum of understanding (MoU) between the DST and Statistics South Africa regarding the provision of official science and technology statistics for the National Statistics System applies to the survey work of CeSTII and the

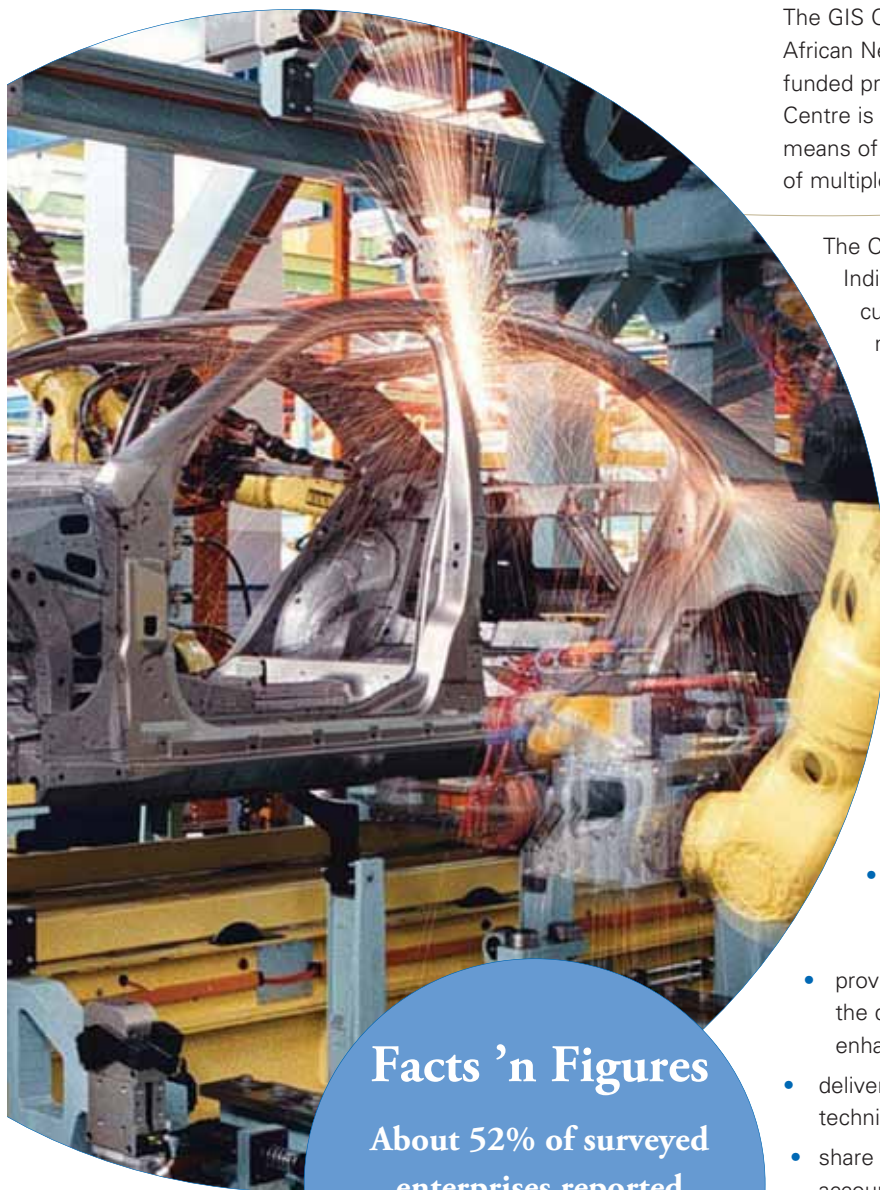
data produced by the R&D Survey series comprise official statistics.

The first official South African Innovation Survey was completed by CeSTII on behalf of DST in 2006/07 and the outputs of this important survey will be reported on in 2007/08. The random stratified sample to populate the Innovation Survey address database was supplied to DST/CeSTII by Statistics South Africa from their official business register.

CeSTII supplied South African R&D and S&T country data submissions to both the Organisation for Economic Co-operation and Development (OECD) and the United Nations Educational, Scientific and Cultural Organisation (UNESCO) Institute for Statistics. The OECD data are published in the international benchmark publication, *OECD Main Science and Technology Indicators*.

CeSTII coordinated a large project on tracking R&D expenditure on behalf of the National Advisory Council on Innovation. The project has already provided useful insights into the returns on public investment in R&D.





Facts 'n Figures
About 52% of surveyed enterprises reported innovative activity, which is well above the average of 42% for Europe

The results of the first HSRC-wide Knowledge Management Practices Survey were released and incorporated into executive-level discussions surrounding the establishment of the HSRC as a regional knowledge hub.

Impact of research

SES is currently analysing data gathered over three years for the South African Social Attitudes Surveys project that provides a rich platform for in-depth research of societal dynamics. SES through its Client Surveys contributes directly to a better understanding of the dynamics of service delivery.

The GIS Centre has been instrumental in developing the African Network for Social Accountability, a World Bank-funded project across African countries. In addition the GIS Centre is constructing a new nationwide master sample by means of aerial photography that will serve as the source of multiple household samples for a variety of inquiries.

The Centre for Science, Technology and Innovation Indicators and the Research and Development Survey cumulatively provide the means for government to monitor and steer the national system of innovation. The R&D Survey data provided the evidence base for the introduction of an enhanced tax allowance for firms that conduct R&D. In addition, CeSTII contributed to and managed the service providers of the Tracking R&D expenditure project that the National Advisory Council on Innovation is carrying out in response to a Cabinet request.

Ongoing projects

The African Network on Social Accountability (ANSA-Africa) is a joint initiative between the World Bank (WB) and the Human Sciences Research Council (HSRC). The objectives of the Network that was created in August 2006 are to:

- develop cross-country collaboration on social accountability and demand-side governance initiatives;
- provide technical assistance to different countries so the quality of social accountability initiatives is greatly enhanced;
- deliver training programmes on specific tools and techniques; and
- share country experiences and lessons from social accountability and demand-side governance initiatives regionally and globally.

ANSA-Africa is governed and guided by a Pan-African Executive Committee and Technical Advisory Group and will operate through a network of implementation partners across the continent. Projects will be carried out based on needs expressed by stakeholders and will be aimed at improving accountability methods and implementation. As such, ANSA-Africa is informing policy implementation and impact across the continent. The successful establishment of ANSA-Africa has led to the subsequent establishment of ANSA-Asia and it has thus also informed international policy.

The World Bank provided funding to pilot the use of Citizen Report Card Surveys (CRCS) in metropolitan and rural areas of South Africa. The CRCS is used to collect information on service delivery issues at a local level and to disseminate

this information to citizens and local authorities alike. The aim of the CRCS is to facilitate an engagement between citizens and service providers so that the needs of citizens are addressed and a compact between the two parties is established. The CRCS in Tshwane was completed but experienced difficulty in getting municipal officials to engage with citizens to discuss the results of the study. Similar frustrations are being experienced in facilitating stakeholder participation in the process in OR Tambo district municipality. It is hoped that CRCS will be implemented in all district municipalities of South Africa.

The R&D Survey data provided the evidence base for the introduction of an enhanced tax allowance for firms that conduct R&D

Specialist researchers 2006/07

Mr William Blankley

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



Mr Julien Rumbelow

BSocSci, MBA, University of Cape Town
 National R&D Survey – Business Sector. R&D and innovation studies



Mr Derek Davids

MA, University of the Western Cape
 Poverty assessment, data management, statistical analysis and modelling



Mr Graig Schwabe

BSc, University of KwaZulu-Natal
 Dipl Business Management, Damelin
 Spatial database development, spatial analysis, small area estimation modelling, spatial modelling



Mr Adlai Davids

MSc, ITC (The Netherlands)
 Socio-economic applications of Geographical Information Systems (GIS)



Ms Carly Steyn

MPhil, University of Stellenbosch
 Survey methodology and analysis, research and development indicators, value analysis and policy formulation, organisational behaviour



Dr Mbithi wa Kivilu

DPhil, University of Alberta
 Educational and psychological assessment, data management, statistical analysis and modelling



Ms Gina Weir-Smith

MA, University of Stellenbosch
 Socio-economic applications in GIS, spatial aspects of unemployment, spatial and accessibility modelling




Dr Neo Molotja

PhD, University of Cape Town
 Science and technology (S&T) policy analysis, S&T indicators, R&D and innovation surveys



KS



Prof Cheryl-Ann
Potgieter

Gender and Development (G&D)

Gender equality is the destination; gender mainstreaming the strategic path

G&D is responsible for mainstreaming gender within the HSRC, an approach which seeks to institutionalise equality by embedding gender-sensitive practices and norms in the structures, processes and environment of public policy in all work within the organisation.

The unit reviews, strengthens and develops potential solutions to social problems posed by gender. Gender is related to other forms of power relations, roles and identities in a developing society. A critical function of this unit is to assist, advise and work with researchers, policymakers and civil society organisations to use gender analytical tools to ensure that all our researchers adopt a gender lens in understanding social phenomena.

To further this aim, the Women's and Gender Studies Department of the University of the Western Cape (UWC) was contracted in January 2007 to provide gender mainstreaming training for HSRC staff. Over a period of

six weeks, 134 participants were trained and preliminary feedback suggests a positive response to the training. The unit will be developing new modules to reinforce future training in the new financial year.

Over and above the more directed service offering of gender mainstreaming training, the unit is active in advocacy, for example supporting and participating in the 16 Days of Activism; and intellectual engagement in the design and delivery of appropriately themed research, seminars, public lectures and conferences.

The unit's current focus areas of research are: gender and the science system; gender, development and transport; gender, sexuality and masculinity and capacity development, transformation and gender.

Completed projects

Women in industrial science, engineering and technology (SET)

This project assessed women working in these areas, identifying factors that contribute or inhibit women with a SET background and gaps in gender representivity in the workplace. The sample consisted of 27 companies across the JSE, private, small, medium and micro-sized 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 indicated that women continue to be under-represented in the SET sector and specifically in the industrial context.

South African Women in Dialogue (SAWID)

This report, commissioned by SAWID, collected contributions by women's organisations to the African Peer

Findings indicated that women continue to be under-represented in the science, engineering and technology sector and specifically in the industrial context

Review Mechanism (APRM). A standard APRM questionnaire was reworked to capture data according to four categories: democracy and good political governance; corporate governance and management; sustainable and financial development; and socio-economic development. The report was submitted as a self-assessment of women's organisations and a contribution to the *South African Country Report*.

Gender audit of Biotechnology Regional Innovation Centres (BRICs)

An audit of the gender responsiveness of BRICs projects focused on gender mainstreaming and assessed gender bias which could assist in developing gender-sensitive indicators. It also monitored progress in human capital development and the expected improvement in the quality of life of South Africans through the development of a strong biotechnology sector. The audit was completed in partnership with Innovations Networks, a black owned company with specialist knowledge of South Africa's National System of Innovation.

Comprehensive and individual reports were submitted to the respective BRICs, including LifeLab (East Coast Biotechnology Regional Innovation Centre Trust), National Bioinformatics Network, SAASTA (South African Agency for Science and Technology Advancement), Biopad (Biotechnology Partnership and Development), Plantbio and Cape Biotech.

Briefing document on the Civil Unions Bill

In a joint project with the Durban Lesbian & Gay Community & Health Centre, the unit drafted and submitted a well-researched briefing document supporting the adoption of the Civil Unions Bill. The report was discussed (among other



HSRC staff on a gender mainstreaming course

submissions) during a Parliamentary hearing in August 2006.

Impact of research

- Research work on gender and transport, conducted by the unit, had an immediate impact in respect of the availability of non-motorised transport in the Eastern Cape, as was evident from the implementation by the SA National Roads Agency Limited (in conjunction with the national Department of Transport). The research also contributed to the building of rural access roads, walkways for women and low-level bridges in areas of Port St Johns, Lusikisiki and Bizana.
- A significant national development was the formal adoption by the SA Parliament of the Civil Unions Bill, which provides legislation and a policy framework for same-sex couples to formalise and legalise their unions. The unit's joint submission to Parliament demonstrates, to some extent, a positive impact in terms of policy change.

G&D



Prof. Cheryl-Ann Potgieter of G&D and Prof. Shirley Zinn, HR Director, Nedbank at the Women's Day seminar

Gender and Development (G&D) *continued*

Ongoing projects

Impact of gender policies and interventions on educators

An assessment of the impact of gender policies and interventions on the commitment of educators and their attitudes towards gender equality – with specific reference to the access and participation in science and maths education of girls (Millennium Development Goal 3) – is at the fieldwork stage. A comprehensive report will be available in October 2007. The project is funded by the Department of Science and Technology.

Roundtable on 'corrective rape' of black lesbians

A roundtable facilitated a dialogue on violence against black lesbians during the 16 Days of Activism in December 2006. Its objective was to stimulate debate in the media and to assist in developing information that could be distributed to interest groups, such as schools, religious institutions and policymakers. A manuscript based on the roundtable discussions will be published in 2007. The roundtable, funded by the Foundation for Human Rights, was held in collaboration with the Durban Lesbian & Gay Community & Health Centre.

Future developments

Important new initiatives will be implemented during 2007/08. The unit is keen to strengthen an applied humanities focus in its broad research and policy work in the following areas:

- Sexuality and pedagogics in higher-education (HE) in South Africa, which would address a national survey and analysis of curricula that focuses on sexuality education within HE institutions;
- New evidence-based research on same-sex sexuality, particularly work with men who have sex with men (MSM) and women who have sex with women (WSW). An international conference on gender, same-sex sexuality and HIV/AIDS is planned for May 2007. The conference aims to review research strategies on homosexuality pertaining to same-sex sexual practices in general, and as it relates to HIV/AIDS; identify research needs and priorities and explore challenges and potential solutions to research on same-sex sexual practices and HIV/AIDS;

Facts 'n Figures

In Flagstaff, women spend 29 hours, 20 minutes per week on average fetching water



Research work on gender and transport, conducted by the unit, had an immediate impact in respect of the availability of non-motorised transport in the Eastern Cape

applied humanities focus and the idea is to seek ways of understanding how such rights are challenged, resisted and understood in appropriate comparative work;

- Women, gender and technology to investigate how women access technological developments, especially in the information, communication and technology sector;
- A study on black masculinities to include case studies of anti-sexist black men to investigate perceptions, stigma and prejudice. The research seeks to identify how black masculinities are being shaped, understood and constructed in a changing South African context, including black economic empowerment, sexuality, HIV/AIDS, and the workplace; and
- Preliminary consultative work to explore research questions that could influence policy and the eradication of human trafficking in South Africa and elsewhere.

- Gender and poverty reduction, with a view to understanding how marginalised and vulnerable groups (women and children) are targeted within national programmatic work and policy;
- Gender, water and sustainable development, which will focus on user involvement in the provision of water systems, water management in a pro-poor agenda, and identify research gaps to improve access, affordability and ultimately poverty reduction;
- A gender and crime project seeking to address the impact of crime on women and children, identify issues related to crimes of a sexual nature and find appropriate models to combat and curb such crime. It will also aim at influencing policy in partnership with key organisations/ individuals working in these areas;
- Seeking funding to commence work on gender and human rights and how it impacts on women, men and children in comparative studies. This project has an



Specialist researcher 2006/07

Professor Patrick Chiroro

PhD, Durham University, UK

Gender transformation in the science, engineering and technology (SET) sector, gender and HIV/AIDS, social constructions of masculinity and sexuality, psychology in legal contexts, monitoring and evaluation



Professor Vasu Reddy

Acting Director (from 1 April 2007)

PhD, University of KwaZulu-Natal

Discursive histories of sexualities and identities, social and cultural aspects of HIV/AIDS, critical gender studies, African feminism, service provision in a development context





Dr Temba Masilela
Executive Director
t +27 12 302 2080
e tmasilela@hsrc.ac.za

Policy Analysis Unit (PAU)

Creative solutions for policy implementation

The focus of the work of the PAU in social policy that forms the five national priority areas is structured on five themes:

- Meanings, costs and impacts 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
- Coherence and performance of poverty reduction strategies.

To enhance the relevance of its impact assessments and policy recommendations, the PAU utilises five analytical lenses, drawn from the National Research and Development Strategy: indigenous knowledge systems and social innovation; public engagement and stakeholder dialogue; opportunities, risks and incentive structures; institutions, ethics and accountability; and inter-generational interactions and equity.

The work of the PAU was further delimited by three primary assessment criteria, namely equity, effectiveness and appropriateness, taking into account the focus of government on policy implementation.

Completed research projects/policy dialogues Colloquium on education and poverty

A colloquium on Education and poverty reduction strategies: Issues of policy coherence, was held in February 2007. The keynote speakers were Mr Duncan Hindle, Director-General of the Department of Education, and Dr Yusuf Sayed, senior policy analyst, UNESCO.

The colloquium was attended by close to 100 participants, including government officials, local and international policy

researchers and civil society policy activists. Policy briefs and other publications based on the research papers and dialogue are in the pipeline.

Analysis of the South African Social Attitudes Survey (SASAS)

An issue paper on national priorities in the view of the people, based on a secondary analysis of the SASAS datasets from 1999 to 2005, will be published later this year.

Ongoing research projects/policy dialogues

PAU coordinated six Millennium Development Goal (MDG) impact assessment studies for the Department of Science and Technology by means of various research programmes in the HSRC. It also initiated two multi-year, multi-site policy research project proposals and launched a national priority initiative on youth in conjunction with the Child, Youth, Family and Social Development (CYFSD) programme.

The policy research MDG projects are:

An assessment of antiretroviral (ARV) delivery models in South Africa

The study seeks to answer the following questions:

- What are the characteristics of existing ARV delivery models?
- What are the health systems constraints to the ARV delivery models?
- Who uses each of these services?
- How are the different delivery models performing in terms of effectiveness, quality, costs and equity in access? and
- What are the implications of scaling-up each or a combination of ARV delivery models to the national level?

The study will be implemented in Gauteng, Limpopo, KwaZulu-Natal and the Eastern Cape as from April/May 2007. It is anticipated that the results will inform the implementation of the new National Strategic Plan for HIV and AIDS and the scaling-up of ARV delivery in South Africa.

The return to education in South Africa: understanding investment, quality and choices in education

The aim of the project is to investigate the returns to investment in education and amongst other issues it examines:

- school investment policies
- national and provincial budgets and allocations to education
- parental and learner choices in education
- best practice in the effective and efficient provision of quality education.

Youth Policy Initiative

In line with its mandate to host time-limited priority policy development initiatives and provide policy-related services to the research programmes in the HSRC, PAU embarked upon a Youth Policy Initiative (YPI) on 31 January 2007, which will run for a three-year period. This event was in conjunction with the launch of the World Bank's South Africa office of the *World Development Report 2007: Development and the next generation*.

Dr Emmanuel Y Jimenez, who led the core team at the Bank which prepared the report, gave a presentation.

During 2007, the Initiative will consist primarily of a series of roundtable meetings at which experts from the policy, programme and research environments will come together to consolidate the state of the science, the demands for

action, and interrogate key questions on youth development. The debates will attempt to move the youth development agenda beyond acknowledging the extent of the challenges, to proposing viable policy and programmatic directions that can be undertaken in an integrated manner. Our implementation network for this initiative encompasses the Presidency, the Youth Commission, Umsobomvu Youth Fund, the youth desks in various government departments, and a network of researchers and civil society policy activists.

Future developments

In order to give further impetus to the HSRC public benefit mandate and provide systematic support to various HSRC efforts to enhance the interchange between research and policy, PAU has established a convening and policy dialogue facility, which will organise the annual HSRC conference, the HSRC seminar series and support various policy dialogues. The facility will also be responsible for the establishment and maintenance of a portal on the Research-Policy Nexus in South Africa, under the auspices of the Management of Social Transformation (MOST) National Liaison Committee.

The MOST National Liaison Committee is also backing PAU in organising two policy dialogues in 2007. The first, entitled: Health within a comprehensive system of social security: Is national health insurance an appropriate response?, will take place in July 2007. The second, HIV and AIDS in Africa: getting research into policy and practice, will be held in September 2007, in conjunction with the University of Limpopo.

Specialist researchers 2006/07

Ms Claire Botha

MPH, Medical University of Southern Africa (Medunsa)

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



Mr Jonathan Carter

MSc Agric, University of Stellenbosch
Public finance, governance, social economics



Dr Seán Morrow

DPhil, University of Sussex
Capacity development issues



Mr Geoffrey Nkadameng

MA, University of the Witwatersrand
Youth development, labour market issues in the areas of employment creation and labour legislation, social dialogue and social policy analysis





Dr Charles Hongoro
Acting Director
t +27 12 302 2345
e chongoro@hsrc.ac.za

Social Aspects of HIV/AIDS Research Alliance (SAHARA)

SAHARA – an active and effective collaboration network

SAHARA is a multi-country alliance of partners established to conduct, support and use social science research to prevent the further spread of HIV and mitigate the impact of its devastation. SAHARA's vision therefore remains that of influencing policymaking and programme development through the promotion and dissemination of the evidence adduced from such collaborative research. Its mission is to improve the quality of data used to plan and implement interventions; to contribute to the effective utilisation of resources; and to provide multimedia and conference platforms for the exchange of ideas and the spread of new knowledge.

To achieve its vision, SAHARA undertakes multi-country and multi-site research, the outcomes of which are widely disseminated through its network of researchers, policymakers and practitioners, a biennial Africa-focused conference, a website and a journal, with a view to making a significant contribution to evidence-based policy formulation and practice.

The SAHARA networking objective also manifests itself in numerous meetings and consultations such as with the UNAIDS SADC HIV Unit; UN WHO West Africa; African Union initiatives; national AIDS councils in Senegal, Kenya, Rwanda and Uganda; UNIFEM and UN Habitat in East and Central Africa, and other UN agencies. The conclusion and operationalisation of memoranda of understanding (MoU) with CODESRIA and NEPAD has opened up further avenues for collaborative activities.


SAHARA has been tasked with leading the social science agenda on the implications of the scaling up of male circumcision as an effective prevention technology following the research evidence from three randomised controlled trials in Kenya, South Africa and Uganda.

Completed research

Strategy for the care of orphans and vulnerable children (OVC)

This five-year project, the single biggest project in SAHARA and indeed the HSRC, was funded by the WK Kellogg Foundation in 2002 and largely involved three southern African countries, namely South Africa, Botswana and Zimbabwe and, to a lesser extent, three other countries, Lesotho, Swaziland, and Mozambique. Its main aim was to gather evidence-based best practices of interventions to improve the conditions of OVC. At the end of the project such best practice OVC interventions were identified and recommended to sub-Saharan African countries and adopted by various community-based organisations (CBO) and faith-based organisations (FBO) at community level through until the end of 2006 when the project began to wind down. The research generated three articles published in international peer-reviewed journals, and over 20 research reports from all three countries published by the HSRC Press to date, with four more still in press at the time of writing this report.

At the end of the project best practice OVC interventions were identified and recommended to sub-Saharan African countries and adopted



Participants at the 4th SAHARA Conference in Kisumu, Kenya

Impact of recently completed research

The Study on OVC has clearly influenced both the South African and Southern Africa Development Community (SADC) OVC Care and Support Strategy. The concrete evidence from this study has been the incorporation of some of the recommended interventions into the 2007 – 2011 National Strategic Plan for South Africa and other African countries. Furthermore, the OVC census methodology developed from the study and tested successfully in South Africa, Botswana and Zimbabwe has attracted much interest as an innovative strategy for studying this serious problem in other countries of southern Africa.

Ongoing research projects Stigma and behavioural risk-reduction interventions

This project is funded by the UK Department for International Development (DFID), the Canadian International Development Agency (CIDA) and the Directorate-General for International Cooperation (DGIS). It was first initiated in the SADC region (namely, Botswana, Lesotho, South Africa and Swaziland) with both DFID and CIDA funding, and was later expanded to include Kenya, Rwanda, Burkina Faso and Senegal through DGIS funding.

The project aims to adapt and test the effectiveness of two behavioural risk reduction interventions, Healthy relationships and Options for health that were developed and shown to be efficacious in the USA, and aimed at people living with HIV/AIDS (PLWHA) who are aware of their HIV-positive status. To date, formative and baseline survey research has been undertaken in all eight countries and seven of the draft reports that will form part of the eight-country report are nearly completed.

In addition, two publications from South Africa have been published in international peer-reviewed journals. One manuscript from Botswana, three more from South Africa, and one from South Africa, Swaziland and the USA have also been submitted for publication in international peer-reviewed journals. Substantial progress has been achieved in the southern Africa region as expected. This includes the cultural adaptation of the two interventions and training-of-trainers which were conducted by the original developers of the two interventions from the USA.

Since then the Botswana research team successfully completed the feasibility and acceptability study of Healthy relationships on three groups during November 2006 and have since the beginning of 2007 undertaken a fully randomised control trial (RCT) consisting of 10 intervention and 10 control groups. Three-month follow-up assessments of behavioural outcomes of the 20 groups in the two arms of the trial will be completed in July 2007. Meanwhile, preparations for the feasibility and acceptability study as well as a randomised controlled trial of Options for health in Cape Town are at an advanced stage.

Preliminary impact of study

The work that SAHARA has undertaken has elicited a great deal of interest and has had a significant positive impact on prevention throughout Africa. The Botswana team's project represents the first time the Healthy relationships intervention has been implemented outside of the USA. Preliminary work based largely in Botswana, but also in South Africa, has laid a good foundation for a bigger RCT, funded by the US President's Emergency Plan for AIDS Relief (PEPFAR), on the effectiveness and appropriateness of both interventions to be conducted by the South African team in the Eastern Cape Province during 2007 and 2008. As with the OVC intervention strategies, the incorporation of some of the recommended interventions into the 2007 –

Social Aspects of HIV/AIDS Research Alliance (SAHARA) *continued*

2011 National Strategic Plan for South Africa provides the most visible evidence of the impact of this work.

Poverty and HIV/AIDS

This groundbreaking study into the impact of HIV/AIDS on households with someone living with HIV/AIDS is funded mainly by DGIS. Formative and baseline survey research was conducted in households affected by HIV/AIDS in six countries in sub-Saharan Africa – South Africa and Botswana in southern Africa, Kenya and Rwanda in East and Central Africa and Burkina Faso and Senegal in West Africa. Preliminary findings were presented at the 4th Social Aspects of HIV/AIDS conference held in Kisumu, Kenya from 30 April – 3 May 2007 and will soon be published as a research report by the HSRC Press.

Other SAHARA research

The West African region also undertook three additional studies as follows:

- A study on contraceptive methods and the use of condoms in Senegal, funded by an international NGO known as the Centre for Development and Population Activities (CEDPA). The study report was presented in September 2006;
- A study on HIV/AIDS and democratic governance in Senegal, supported by the Institute for Democracy in South Africa (IDASA); and
- An exploratory study on cultural approaches to HIV/AIDS prevention, commissioned by *Bureau Regionale pour l'Education en Afrique* (BREDA), the West Africa Regional Office of the United Nations Education, Scientific and Cultural Organisation (UNESCO).

SAHARA was also recently identified as a key regional resource in Africa and partner with the WHO and UNAIDS to lead both the development and implementation of a social science research agenda on the scaling up of male circumcision as an HIV prevention strategy in Africa.

SAHARA collaborative information sharing SAHARA conference

The 4th SAHARA conference was held in Kenya and over 400 delegates from more than 25 countries attended, including policymakers, scholars, researchers, advocacy groups, NGOs and CBOs, all united in their desire for innovative ideas regarding improved access to prevention, treatment and care. The conference theme, Innovation in access to prevention, treatment and care in HIV/AIDS, was well reflected in the diversity of scientific presentations which included community-based initiatives in dealing with HIV/AIDS and its consequences. UNESCO, as one example, convened a roundtable of Parliamentarians, to promote high-level policy discourse on HIV/AIDS on the African continent. The proceedings of the 3rd SAHARA conference Dakar 2005 were published in paper and compact disc form.

SAHARA website

The SAHARA website is now hosted at the HSRC, which has brought stability to the site. The website has undergone software and security upgrades including installation of Google Analytics to give SAHARA access to reliable statistics that are comparable to other sites. The site contains databases of information such as projects, almost 100 links to other relevant sites, and the stigma abstracts database. SAHARA makes use of the Open Conference System (OCS) for conference management. OCS was successfully used for the Dakar conference in 2004, and the Kisumu conference in 2007 for online delegate registration.

Journal of Social Aspects of HIV/AIDS (SAHARA J)

SAHARA J is published online at journals.sahara.org.za, using open source software called Open Journal System (OJS). The journal is internationally accredited and cited on AJOL-SAHARA J. It is the only journal that has full text articles and is now cited on PsycINFO. It is abstracted in Sociological Abstracts, and Bibliographic Databases

The entrance to the Tom Mboya Centre in Kisumu, Kenya, where the 4th SAHARA Conference was held



The work that SAHARA has undertaken has elicited a great deal of interest and has had a significant positive impact on prevention throughout Africa

(EMBASE/EMNursing/Compendex/GEOBASE/Moby Yearbooks and Scopus). The journal is indexed in IBSS, and is also accredited for subsidy as a SAPSE journal by the Department of Education, South Africa.

Capacity development

SAHARA recognises the imperative to develop young researchers, both for its own sustainability and for the continued viability of HIV/AIDS research. For this reason, capacity development workshops for young scholars were held in West, East and Central African regions, and as part of the SAHARA conference in Kenya.

As of the end of March 2007, SAHARA had over 40 social science scholars variously supported by the network.

Future developments

The achievements of SAHARA are numerous and its impact on HIV and AIDS policy and programme development is evident. The network continues to expand as new country focal persons or institutions are identified with the aim of having a SAHARA focal person in each sub-Saharan African country. Equally, however, challenges exist that must be overcome, such as the challenge to mobilise sufficient resources to meet the ever increasing demands for networking, research and capacity building in social science research generally, and in HIV/AIDS research in particular.



Specialist researchers 2006/07

Dr Vincent Agu

Director (from 1 August 2007)
DRPH, University of Texas

Advocacy, HIV vaccine research and development, social aspects of HIV vaccines



Professor Akim Mturi

PhD, University of Southampton
HIV/AIDS, sexuality, reproductive health and fertility





Dr Miriam Altman
Executive Director
t +27 12 302 2402
e maltman@hsrc.ac.za

Employment, Growth and Development Initiative (EGDI)

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 under-developed informal sector.

The South African government has adopted targets of halving unemployment and poverty by 2014. There are a number of important initiatives to reach these targets at all levels of government and in cooperation with civil society, including the Accelerated and Shared Growth Initiative South Africa (AsgiSA). But do we have a sense of whether these initiatives are correctly targeted and bold enough to achieve government's employment and poverty targets by 2014, and ultimately surpass them thereafter?

EGDI was established at the HSRC to support the efforts of government and other key roleplayers to reach these targets by drawing together a set of 'evidence-based' Employment Scenarios. These are scenarios for the South African economy should minimum social and economic targets be met. Approaches are formulated to put employment and poverty centre-stage of economic policymaking. This involves the development of integrated economy-wide analysis, consideration of specific policy areas that impact on the employment picture, and the identification of practical options, each with its own political, financial and bureaucratic implications.

The Initiative operates on the basis of a 'think-tank' model: it coordinates research with an emphasis on drawing together and stimulating the best available knowledge in the HSRC, South Africa and globally. This is achieved through policy research; the initiation of demonstration projects to test ideas; the facilitation of ideas through roundtables and policy design work; and the establishment of an interactive website posting the best available thinking on employment policy. The Initiative forms part of an ongoing effort to deepen the HSRC's contribution to effective policymaking and broader societal dialogue on critical issues.

Completed and ongoing projects Employment Scenarios

EGDI drew together a first set of evidence-based scenarios for employment-absorbing growth. This is the centrepiece of all EGDI research work: to develop visions of the economic structure of South Africa should minimum social and economic targets be met. It further considers the practical policy implications of each scenario, with an eye to their political, financial and bureaucratic implications. The best available evidence underpins these scenarios and modelling capability to determine the extent of realism in any one of the options and better inform policy choices. The first phase of the Employment Scenarios process focused on identifying possible sources of job creation, including market-based, government service, public works and survivalist informal sector activity.

Critical input papers to the scenarios were delivered in the period and a forum for dialogue generated with leading opinion- and decisionmakers from government, business and labour organisations to deepen the understanding of employment paths, policy choices and the human and financial resources required to achieve employment targets. The forum has been highly successful in enabling open thinking about critical questions and policy balance and the kinds of decisions needed by different stakeholder groupings to dramatically reduce unemployment and poverty. The members of the forum are able to use these ideas in their own constituencies and in sites of negotiation.

We are grateful to the Departments

The Initiative forms part of an ongoing effort to deepen the HSRC's contribution to effective policymaking and broader societal dialogue on critical issues

of Trade and Industry, and Science and Technology for their financial support, and to the people who have participated in our events.

A 2007 roundtable focused on industrial development's changing character and the implications for growth, employment and distribution

Studies supporting the Employment Scenarios

The Employment Scenarios project depends on a series of 'issue-based' projects to produce deeper and more realistic insights. These projects enable us to identify the critical policy options underpinning each path. In 2006/07, these issue-based projects included:

Macro-economic analysis – exchange rates and employment

The exchange rate has been identified as a binding constraint in government's Programme of Action and in AsgiSA. There is convincing global evidence of a close relationship between employment and exchange rates. The exchange rate is a key price affecting the incentive to import or export and can be an important factor in encouraging or discouraging new economic activity. There is some debate as to whether the exchange rate supports the government's growth and employment objectives, but there is little empirical evidence to show either way. EGDI continued its project to explore the impact of exchange rate policy on employment outcomes and the identification of policy options. The National Treasury and the South African Reserve Bank participate in the reference group for this project. In conjunction with feasibility and with grant support from the UK High Commission, a survey of firms was conducted to determine how they respond to exchange rate volatility and the level of the rand, and particularly how this differs for small and large firms, and for firms in different sectors of the economy. An estimation of full-employment equilibrium exchange rates and an assessment of policy options facing government in light of exchange rate policies in recent years was also initiated in cooperation with Professor Laurence Harris at the University of London. The project involved the facilitation of high-level roundtables with the Reserve Bank, National Treasury, the Presidency and leading bank economists.

Regulation in core network industries

In 2006/2007, EGDI led a project on administered pricing in the ports, rail and water sectors, commissioned by a Nedlac. This was a critical outstanding project of the Growth and Development Strategy (GDS) and government's programme of action in seeking to reduce the cost of doing business. EGDI was also commissioned by the National Treasury to support research on regulation in ports, rail and telecommunications. These projects were undertaken in cooperation with Genesis Analytics, LINK, as well as other independent researchers. The work follows on to a 2005 EGDI baseline project, which showed that improvements in the price and quality of transport and telecoms could contribute substantially to employment and growth.



Jobs for growth

The Deputy President's office has launched a campaign to create a million jobs in the second economy. EGDI is coordinating work in respect of employment strategies and value-chain mapping and is leading the monitoring and evaluation processes, which will guide implementing agents.

In 2006/07, EGDI launched a project to investigate the linkages between informal and formal activity, in collaboration with the University of KwaZulu-Natal (UKZN) and the International Food Policy Research Institute (IFPRI) (Washington). This project aims to understand how the informal economy might grow alongside formal activity, to support better policymaking and contribute to the Employment Scenarios. This involves ground-breaking work to consider how informal and formal activities intertwine through conceptual work, and a pilot survey. New learning will help us to sensitise our economy wide modelling to take the informal sector into account. A workshop co-hosted with UKZN and the dti took place in 2007, with eminent speakers from South Africa, Cornell University, Harvard and the Self-Employed Women's Association (SEWA) (India) participating. This project is supported by the dti and CAGE, and continues into 2007/08.



Mr Imraan Valodia, School of Development Studies, University of KZN (sitting) and Dr James Thurlow, of the International Food Policy Research Institute at an EGDI workshop

Review of potential employment-creating sectors

This project feeds directly into the Employment Scenarios project and reviews potential job creation in AsgiSA-identified sectors as well as others, with the aim of contributing to sector selection strategies. We are particularly interested in identifying opportunities where SA has already revealed industrial capabilities that might contribute to both employment and growth objectives. In

Employment, Growth and Development Initiative (EGDI) *continued*

2006/07, we began research on the potential of construction and recycling as a growth sector. This research is funded by the dti, DST and DEAT, and continues into 2007/08.

Employment in government programmes (community care services)

The government has committed itself to expanding community-based social services to deepen social delivery and to create jobs. In 2004, the former Employment and Economic Policy Research Programme (EEPR) found that the greatest gap, and therefore the largest opportunity for job creation, lay in dramatically expanding early childhood development (ECD). EGDI has therefore initiated a programme of work that focuses on taking ECD to scale in a way that has maximum impact on child indicators and on job creation.

EGDI is cooperating with CYFSD to identify institutional solutions to enable mass expansion of employment in quality ECD services. We believe this to be an extremely important source of job creation, particularly for rural women, and that at least 270 000 net new jobs could be created in this sector.

The project will also make an

important contribution to thinking about gender, particularly in relation to labour market participation of marginalised women.

This project involves ongoing discussion and collaboration with central government and non-governmental stakeholders. Funded by the Department of Science and Technology, Department of Education and the WF Kellogg Foundation, it continues into 2007/08, with the aim of establishing demonstration projects in 2008/09.

Employment Policy Network

EGDI is establishing an Employment Policy Network to draw together 'communities of practice' through an interactive web-based service. The web portal aims to coordinate the best available research and information on employment and inclusive growth issues in a developing country context. This is particularly important in the African context, in support of recent African Union resolutions to place more emphasis on deepening employment policy on the continent. The portal will include topic-related specialty pages on exchange rates, employment-oriented industrial policy, creating community-based care services jobs and employment monitoring. In 2006/07, a partnership was established with the ILO, AERC and CUTS from which this network will be built. The portal was created, to be launched in July 2007, and initial web pages framed. We are grateful to the Department of Science and Technology for its financial and moral support.

Communicating findings

EGDI has been active in communicating its findings in local and international forums. In addition to the roundtables and workshops that have been coordinated – with active participation from local and international researchers and policy stakeholders – there have been numerous presentations as well as extensive participation in radio, TV and print media. EGDI actively publishes and disseminates both academic and non-academic work to stimulate debate and

Facts 'n Figures

The economy needs to generate an average extra 200 000 to 300 000 jobs per year to reach the government's employment targets in 2014

The forum [for dialogue] has been highly successful in enabling open thinking about critical questions and... the kinds of decisions needed by different stakeholder groupings to dramatically reduce unemployment and poverty

dialogue and contribute to a deep body of knowledge around employment questions in South Africa. In 2006/07,

EGDI posted 75 of its papers on the HSRC website to enable easy public access to information being generated.

Presentations were made to reach both academic and stakeholder groupings, including: the Urban Age conference hosted by the London School of Economics; the founding conference of the World Bank/IZA Development Network; the World Bank, UNESCO, MIT, GIBS, the Millennium Labour Council; and the Directors-General's social and economic clusters and sub-committees.

Future developments

EGDI plans to continue its research on employment trends to include employment tracking, investigations into technical difficulties in the data and the development of lead indicators of employment. Since the government budget is an effective instrument available to the state to influence employment, EGDI also plans to track government budgets and expenditure in respect of policies with a major impact on employment outcomes.

Employment Policy Network: the Employment Policy Network web service will be launched in July 2007.

The unit also plans to complete scenarios for agriculture, mining and the public service to complete this phase of the Employment Scenarios. The Employment Scenarios process will turn its attention to labour market and social protection issues. Research will focus on:

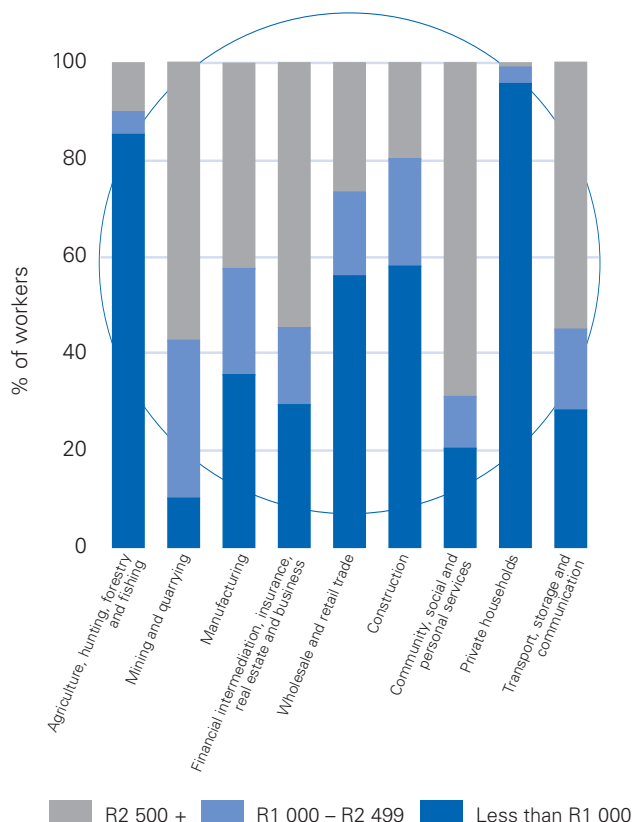
- the link between employment, wages and poverty;
- the link between basic education and employability;

- youth labour market dynamics and policy implications;
- policy approaches to incentivising low-skill employment and enabling poor families to assemble a livelihood;
- regional labour migration and immigration policy;
- the potential for low-skill exports and remittances; and
- forecasting potential growth in the labour force.

Promoting procurement from domestic and local companies:

This project promotes employment through large firm procurement. Partners are being drawn together from government, financial institutions, corporates, and service delivery agents. The aim is to test innovations in the management and implementation of BEE procurement to identify how to scale up its impact on employment and value-creation. This project is funded by the WF Kellogg Foundation.

Formal sector earnings (Rand per month)



Specialist researchers 2006/07

Professor Rob Davies

MLitt, University of St Andrews

The use of computable general equilibrium models as a tool for policymakers



Mr Tewodros Gebreselasie

MCom, MPhil, University of Pretoria

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





Dr Anil Kanjee
Executive Director
t +27 12 302 2302
e akanjee@hsrc.ac.za

National Education Quality Initiative (NEQI)

Improving social and economic development through quality education for all

The quest for the improvement of education quality is one of the most significant challenges facing the South African government, and is regarded as 'a national priority that requires involvement and engagement throughout all levels of our society' (Minister of Education, August 2005).

Improving the quality of education is particularly critical in ensuring that the learning needs of all children are met and for providing pathways out of poverty for families and communities.

As a high-level cross-cutting initiative of the HSRC, NEQI aims to support the government in addressing this challenge. The primary objectives of the initiative are to:

- develop relevant policy options, with estimated costs, that have a demonstrable positive impact on learning in schools, particularly for the poor and disadvantaged learner;
- undertake policy-relevant research to enable and support policymakers and key stakeholders at all levels of the system to make evidence-based decisions on effective strategies for improving education quality;
- engage in policy dialogue processes with different stakeholders, to share and disseminate information and ideas about good practice that could improve the quality of education; and
- facilitate the exchange of local and

international education quality experts and decision-makers in order to contribute to decision-making processes that would enable the implementation of relevant and efficient education quality strategies at all levels of the system.

These objectives emerge from extensive discussions with various national and international stakeholders who have identified key quality priorities, including improving reading and writing in schools, developing indicators to monitor the performance of schools and determining the impact of free education on the quality of education.

Completed research

The following research projects were completed during the reporting period:

Improving education quality through policies for public educators

The Education Labour Relations Council (ELRC) commissioned the HSRC to provide research support for a series of international study visits to obtain information on the formulation of evidence-based policies that could improve the conditions of employment for public educators in South Africa. The report was completed in October 2006 and presented at a seminar entitled *The role of labour relations in improving quality in learning outcomes in public education*, during the 16th Conference of Commonwealth Education Ministers.

Manual for monitoring the implementation of Education For All in Africa

UNESCO commissioned the HSRC to prepare a manual for African member states and

The MONITEQ results will be used to develop a framework and a set of relevant indicators for use in monitoring the functioning of the education system at the end of the Foundation, Intermediate and Senior phases



Ambassador Frans Engering of the Netherlands Embassy and Dr Olive Shisana, HSRC, sign the agreement for the Literacy and Numeracy Project, while Mr Cornelius Hacking looks on

National framework for monitoring learning achievement in Eritrea

In another project for UNICEF, the HSRC provided technical assistance to the Ministry of Education in Eritrea to develop and implement a framework for monitoring learning achievement in that country as a means of improving the quality of basic education delivery. The national framework instruments and relevant indicators, which were developed in collaboration with Ministry staff, will be used to implement the second Monitoring Learning Achievement study.

Methodological challenges in measuring Millennium Development Goals (MDGs) 2 and 3

The main purpose of the project was to identify the methodological challenges in measuring the progress made towards the Millennium Development Goals (MDGs) in South Africa. The project focused on goals 2 and 3, that is the achievement of universal primary education (MDG 2) and the elimination of gender disparity in education (MDG 3). The project sought to review current indicators used to measure the MDGs, in consultation with the national Department of Education, and to propose additional indicators for use in monitoring education quality in South Africa. The final report will be completed in June 2007.

Impact of research

The methodology and design applied in the project, monitoring trends in education quality (MONITEQ) (see Parliamentary grant section, on page 13) has been adapted to conduct the first grade 9 systematic evaluation study. This study, which will be integrated as part of the grade 9 Common Tasks of Assessment, will be piloted at the end of 2007, with the main study planned for the end of 2008. The MONITEQ results will also be used to develop a framework and a set of relevant indicators for use in

partners (educational stakeholders, educational implementation agents, civil society, multi-lateral and bilateral agencies, non-governmental and inter-governmental organisations) that could provide an effective framework, techniques, and performance indicators for continuous and sustained monitoring and evaluation of the six Education For All goals in Africa. The manual was completed in October 2006 and submitted to UNESCO for adoption.

Indicators for Child-Friendly Schools

The Eastern and Southern African Regional Office of UNICEF commissioned the HSRC, in collaboration with regional education officers, to support regional education officers and develop relevant indicators to monitor and evaluate the implementation of the Child-Friendly Schools (CFS) framework. A report on the indicators was completed in December 2006 and circulated to regional officers for piloting in their respective countries.



National Education Quality Initiative (NEQI) *continued*

monitoring the functioning of the education system at the end of the Foundation, Intermediate and Senior phases.

Ongoing research

The HSRC component of an assessment system for learning improvement, funded by the Royal Netherlands Embassy, is intended to support the Department of Education in developing an effective assessment system to provide relevant and timely information for teachers to address learning needs within the classroom. It will also provide information to policymakers for use in improving the conditions that impact on learning and teaching in schools. The HSRC project comprises three research components, summarised below:

Classroom assessment resources for learning improvement

This component seeks to develop classroom-assessment tools for teachers to improve learning. The aim is to develop a computer-assisted classroom assessment system for use by teachers to obtain information on learner strengths and weaknesses. This information will allow teachers to provide relevant feedback to learners and to develop appropriate interventions for improving learning.

National assessment of learner achievement: grade 9

The overall aim of this component is to design and implement the grade 9 national assessment study, which will be piloted at the end of 2007 and implemented in 2008. A national framework that includes a set of key indicators for monitoring the functioning of the education system at the end of the Foundation, Intermediate and Senior phases will also be developed.

Assessment policies and structures to improve learning

The aim of this component of the project is to review current assessment policies, practices and structures at all levels of the system. The overall research question is to critically analyse the current assessment system with a view to developing policy options for an effective, integrated assessment system for South African schools. These policy options will include a discussion of its functioning, cost, feasibility and positive contribution to improving learning in schools.

Future developments

For the next five years NEQI will further intensify and consolidate policy-relevant research with regard to education quality in the following ways:

- conduct studies on the use of assessment to contribute to decisionmaking that enhances learning and teaching in South African classrooms;

- facilitate the implementation of an integrated and effective assessment system that provides relevant and timely information to roleplayers at the different levels of the system;
- pilot a systems model, for use in monitoring the functioning of the education system and based on the policy goals of access, quality, efficiency and equity (AQEE), with associated key indicators;
- contribute to a deeper understanding of key strategies and mechanisms to improve the quality of education in South African schools;
- host a number of international and national policy dialogue forums on education quality based on ongoing research; and
- disseminate findings by way of policy briefs, newspaper articles, books, and journal articles.

NEQI regards the development of networks and research capacity among researchers, practitioners, research students and policymakers as a core priority of its work. To this end, short- or long-term research fellowships are available for experienced national, regional and international roleplayers to enhance and deepen the education quality knowledge base. Research fellows will be actively involved in the ongoing work of NEQI and will also have the opportunity to pursue independent research in the field of education quality.



NEQI regards
the development of
networks and research
capacity among researchers,
practitioners, research students
and policymakers as a core
priority of
its work



Dr Simeon Maile
Acting Director
t +27 12 302 2359
e smaile@hsrc.ac.za

Capacity Development (CD)

Strengthening research capacity for the social and human sciences

CD was established in September 2005 as a unit that cuts across all the other HSRC research programmes with the main purpose of providing support to researchers and development of research skills in the HSRC, and to outside organisations through collaborative activities.

The activities of CD are guided by the following objectives:

- to increase a pool of competent researchers for the human and social sciences in South Africa;
- to support and drive professional development at the HSRC in line with organisational strategy and performance management system;
- to support the development of black researchers, women and disabled persons in order to enable the HSRC to meet its equity targets;
- to facilitate the placement of international scholars and students at the HSRC; and
- to foster collaborations within South Africa, the African continent and with other international institutions to support capacity building initiatives.

In the year 2006/07, the unit focused on capacity development needs and priorities of the HSRC and has created a platform for prospective and novice researchers to gain valuable experience on research in the human and social sciences. Building on the HSRC's continuing programme on researcher training for Master's and doctoral level interns, the unit organised training in STATA 9 at the University of Cape Town. The training provided the interns with valuable skills to be used when dealing with data of a quantitative nature. A follow-up project is underway to give support to the interns to enable them to sustain the knowledge gained. Over and above the training, workshops and regular contacts are held with the interns.

Following a workshop organised with Higher Education South Africa, the HSRC entered into agreements with local higher education institutions to create opportunities for collaborative activities. The HSRC has concluded a memorandum of understanding (MoU) with the University of South Africa in addition to MoUs concluded in the previous year. A number of MoUs with other South African universities and other research institutions are underway and will be concluded by end of the financial year.

In 2006, the HSRC signed a MoU with the Council for the Development of Social Science Research in Africa (CODESRIA), which opens up a variety of opportunities for our researchers to engage with their counterparts on the African continent on matters relevant to research in the human and social sciences. Another MoU was signed with Eduardo Mondlane University in Mozambique. The unit is continuing to engage with national and international institutions at institutional and programme level to create an enabling environment for the researchers, and support the growing of new researchers.

Specialist researcher 2006/07

Professor Mukole Kongolo
Director (from 1 July 2007)
PhD, Potchefstroom University
Developing scientists and scientific leadership in the social sciences





Mr Mike de Klerk
Chief Operations
Officer/Chief Financial
Officer (COO/CFO)
t +27 12 302 2702
e mdeklerk@hsrc.ac.za

Support Services

As presently constituted, Support Services comprises nine directorates, overseen by the Chief Operations Officer/Chief Financial Officer (COO/CFO), comprising Finance; Supply Chain Management; Legal Services; Risk and Compliance; Human Resources; Information Services; Information Technology; Operations and the HSRC Press.

Together with staff in the Office of the CEO and administrative staff in the research units, support staff makes up a little less than 40% of total staffing – in line with best practice in comparable research institutions internationally. Spending on Support Services amounts to a little more than 25% of the HSRC's operational budget. This is in line with the past three years and with the organisation's commitment to effective and cost-efficient service provision.

Highlights of the activities of the respective Support Services units in 2006/07 are as follows.

Finance

Finance played a key role in planning and executing changes in the HSRC's financial and business strategy over the past year, helping to ensure financial stability and continued organisational growth.

These developments assisted in guiding the HSRC to record earnings from external sources and the achievement of a significant surplus. They also helped relieve earnings-related stress on research staff and contributed towards the high level of delivery against the HSRC's commitments in terms of its Shareholder's Compact.

Supply Chain Management

The programme to implement supply chain management (SCM) in compliance with the Public Finance Management

Act (PFMA) had reached an advanced stage by the end of 2006/07. Managers for acquisitions and logistics were appointed, along with a number of more junior appointments, some filled by temporary staff. Full compliance has been achieved in respect of the processing of tenders. An increasing percentage of lower value acquisitions is passing through the unit, taking advantage of its database of suppliers who have been rated, *inter alia*, in terms of black economic empowerment (BEE) criteria.

A full complement of SCM policies has been approved, many accompanied by relevant procedures. A comprehensive procedures manual, including that applying specifically to research procurement, is to be compiled during 2007/08. Centralised online travel booking facilities are now saving the HSRC and its clients hundreds of thousands of rands annually.

Legal Services

The demand for the services of this unit has increased to the extent that it has been necessary to appoint a second practitioner.

The unit has evolved from being a contracts support office into a fully-fledged provider of legal services in partnership with specialist external service providers, identified through an open tender process, for which Legal Services acts as conduit and internal expert counterpart.

Risk and Compliance

Following the resignation of the incumbent Risk and Compliance Officer in June 2006, the activities of the directorate were pursued by the COO/CFO. In addition to ensuring that all of the key risks identified for 2006/07 – IT, cash flow, corporate image, staff retention, supply chain management and fraud/theft – were addressed and

managed, a Fraud Prevention Policy and strategy were developed, incorporating a 'hotline' – which will become operational in 2007/08 – for reporting suspected malpractices. A further innovation was the drawing up of a risk register by a team of experienced staff. This will be updated regularly and will generate an ongoing agenda for risk management.

A new director, Ms Simi Gugwini, has been appointed and is expected to assume office on 1 September 2007.

Human Resources (HR)

Human Resources (HR) saw the replacement of its former director, Ms Vicky Tlhabanelo, by Mr Josias Chabani on 1 September 2006. HR identified staff retention as one of the key risks for the HSRC in 2006/07 and benchmarked HSRC salaries for all staff against its major competitor groups. This formed the basis for substantial salary increases for most staff from April 2007.

To incorporate the HSRC's commitments in terms of its Shareholder's Compact into annual performance appraisals and goal-setting for staff, a number of adaptations were made to the appraisal process and a complete overhaul of approach to goal-setting was undertaken in consultation with members of staff and the PSA.

Information Services (IS)

Formerly closed to outside users, the library is now being progressively opened and new relationships are being built to give access, in the first instance, to users in Parliament and government departments. With the purchase and application of e-library software, electronic access to a range of more than 45 000 journals and other publications is now available to all staff and to the increasing numbers of external users. A third information consultant has been employed to help cope with the growing demand.

In a further initiative to realise the vision of a knowledge hub, IS has begun to lay the foundations for data curation.

Upgrading of the
9th Floor,
Pretoria



Facts 'n Figures

Spending on Support Services amounts to a little more than 25% of the HSRC's operational budget

Relationships have been developed with offshore research institutions and communities where data curation is already well established, and with South African counterparts, and the physical capacity is to be installed during 2007/08 as part of IT's remediation programme.

Information Technology (IT)

The level of service delivery by the external service provider, Choice Technologies, improved steadily and the service level agreement was revised to respond to additional requests from staff. Problems with e-mail and spam were progressively dealt with, a programme to introduce best governance practices was commenced and an IT policy framework was formulated and is now

Finance played a **key role** in planning and executing changes in the HSRC's financial and business strategy ... helping to ensure financial **stability** by improving a steady cash flow and continued organisational growth

awaiting approval. Efforts to secure finance for far-reaching infrastructure remediation finally bore fruit, with the allocation of ring-fenced portions of the Parliamentary grants for 2007/08 and 2008/09 for buildings and IT infrastructure. Approximately R6 million of the grant for 2007/08 has been set aside for IT. In addition, permission to enter into financial leases was obtained from National Treasury. Together these will result in the acquisition in 2007/08 of much-needed IT backbone and desktop equipment.

Operations

The main thrust of the activities of Operations has been to secure, maintain and upgrade space for the steadily expanding number of staff – as many as 700 at any one time. This included conducting a thorough audit of the HSRC building in Pretoria to assess its needs for maintenance and upgrade and the preparation of an application to National Treasury for the funds required.

HR Director, Josias Chabani and Mr Gerhard van der Merwe, PSA, shake hands on the signing of the annual salary negotiations agreement with the negotiations team at the back

Of the R15 million awarded for 2007/08, roughly R8 million was allocated by the Council for expenditure on buildings and facilities, including the upgrade of electrical and security systems, videoconference equipment improvements and compliance with the Occupational Health and Safety Act. Provision was also made for the construction of a Council chamber and for renovations to the CEO's suite in the Cape Town office.

HSRC Press

HSRC Press continues to be the leading open access publisher in South Africa, ensuring free access to all of its outputs. An increasing number of university courses benefited from this policy. The press has further improved its impact by contributing to resource-sharing initiatives of international institutions, such as the United Nations and World Health Organisation.

One of the key indicators of the high regard enjoyed by the Press in the academic community is the number of external submissions received, which doubled for the year under review. As with internal books, all were subjected to stringent peer review under the guidance of an independent editorial board. Sales improved by more than 20%, while free downloads increased by over 50% for the year.

The Press won a prestigious publishing award from the International Political Science Association and was nominated for three other awards during the year.





Dr Olive Shisana
President and
Chief Executive Officer
t +27 12 302 2006/
+ 27 12 466 7902
e oshisana@hsrc.ac.za

Office of the CEO

The Office of the CEO provides strategic support to the CEO, the HSRC Council and the organisation as a whole. Four core units, together with the office management team of the CEO, provide an enabling environment for strategic planning, leadership and communication in the context of the mandate, statutory obligations and strategic objectives of the HSRC.

Business Development

The Business Development unit provides strategic and practical support to the CEO and HSRC to sustain and expand the funding base of the organisation. It also plays a key support role in the preparation of corporate plans and compliance reports.

During the year under review, the Business Development unit was restructured to better support the new marketing and fund-raising strategy of the HSRC. The advisory and coordinating services related to research contracts that had previously been rendered in the Business Development unit had matured into a separate Legal Services unit, and were transferred to Support Services on 1 April 2006. Two new staff members were appointed to: enable the unit to maintain its existing levels of service provision, while becoming more professional and proactive with support for the preparation and submission of online funding proposals to international funding agencies; introduce a new approach to stakeholder management during regular information-sharing meetings; and play a more prominent role in institutional performance management and reporting. These new activities were aligned with the objectives of the fund-raising strategy, namely to focus on more long-term, large-scale funding support by growing the Parliamentary grant, increasing access to public funds and securing grants from selected major funding organisations. The Business Development unit was also able to extend its awareness-raising services on major research funding

opportunities to the broader research community during 2006/07. It helped representatives from the UK-based Economic and Social Research Council (ESRC) and the Joint Electronic Submission Service to present a workshop to interested researchers from across South Africa, on the Joint DFID-ESRC Scheme for research on international poverty reduction. In December 2006, the Director of Business Development was asked to serve as National Contact Point (NCP) for Socio-economic Sciences and the Humanities (SSH) research, under the seventh Framework Programme for research of the European Union. The two other incumbents in the unit were asked to serve as Assistant NCPs for SSH and Science in Society (SiS), respectively. In this capacity, staff in the Business Development unit intends to provide support in awareness-raising and partner searches to help improve South African participation in the Framework programme.

The Director of
Business Development
was asked to **serve** as
National **Contact** Point (NCP)
for Socio-economic Sciences
and the **Humanities** (SSH)
research, under the seventh
Framework Programme
for **research** of the
European Union

Office of the CEO *continued*

Corporate Communications

Corporate Communications provides strategic and professional support for the corporate branding, positioning and communication of the organisation.

The Corporate Communications strategy of raising the visibility of the HSRC externally paid off well during the year under review. The HSRC received media coverage to the advertising value equivalent (AVE), which is the monetary value attached to the free media publicity, of R71,94 million for both broadcast and print media compared to R70,44 million in 2005/06.

As part of managing the HSRC brand, there was an internal drive to educate staff about the HSRC corporate identity. Support was given to staff through the development of programme specific brochures and templates in order to ensure that brand architecture also filters down at research programme level. In the end, brand architecture has enabled the research programmes to be recognised externally, though not as distinct from the HSRC. Internal communication by the CEO became more structured through the CEO note, which is sent electronically. There was also positive feedback on *HearSay* which is also an internal publication which alternates between an electronic and a print format.

Corporate Communications also played a pivotal role in the development and subsequent launch of

the web portal. This enabled the transition from the old website to the new one, a project that had been eagerly anticipated by all staff.

Council Secretariat

The HSRC Council Secretariat provides support to the HSRC Council, CEO and senior management team according to requirements outlined in the Public Finance Management Act (PFMA) and Human Sciences Research Act.

During the year under review, the Council Secretariat ensured that quarterly Council meetings, and meetings of Council's sub-committees, took place in an efficient and orderly manner. During the year under review, major undertakings of the HSRC Council that were supported by its Secretariat included the development of a Shareholder's Compact with the Minister of Science and Technology which was signed in May 2006. 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. The HSRC Council adhered to all the requirements for regular reporting as outlined in the Compact, including the introduction of quarterly performance reports to complement the quarterly financial and compliance reports. All supporting documents required by DST in terms of the Compact were submitted on time, and to the satisfaction of the accounting and executive authorities.

Facts 'n Figures

The HSRC received media coverage to the advertising value equivalent of R71,94 million for both broadcast and print



Further to a PFMA compliance review undertaken in 2004/05, the development of a revised Code of Ethics remained on the agenda. This matter was finalised when requirements for the Shareholder's Compact, entered into between the HSRC Council and the Minister of Science and Technology, were dealt with. A Code of Ethics for the HSRC, plus a framework for the related register of interests, were developed and subsequently approved by Council. These have been implemented and are to be updated on a regular basis.

The Council Secretary also compiled and disseminated strategic business documents and minutes, followed up on decisions, and acted as secretary to the monthly workshops of executive directors, meetings of the Bargaining Forum involving management and the Union as well as meetings of the Research Ethics Committee. The REC meets on a monthly basis to deal with the growing number of HSRC research proposals submitted for ethical clearance, and its status as Institutional Review Board granted by the US Office of Research Protections for Federalwide Assurance (Federalwide Assurance FWA 00006347) remains valid.

International Liaison

The International Liaison unit provides leadership and support to identify, coordinate and systematically manage strategic international relations and engagements of the HSRC.

A Director: International Liaison was appointed towards the end of 2005/06. An office was established in Cape Town, and systems for reporting and coordinating international visits introduced. During the year under review, the International Liaison unit prioritised specific activities to

- enhance HSRC involvement in bilateral science and technology agreements;
- support the implementation of memoranda of understanding (MoUs) with international partners;
- increase the visibility of the HSRC and HSRC research internationally, particularly in the US and Europe;
- support work in Africa and international engagement on social aspects of HIV/AIDS research; and
- communicate regularly with the DST's International Cooperation and Resources section (particularly the directorate for Africa and Multilaterals) to enhance further planning and collaboration.



Dr Olive Shisana and Dr Adebayo Olukoshi, CODESRIA, sign the memorandum of understanding between the two organisations

To support collaborative work in Africa, an MoU between the HSRC and the Council for the Development of Social Science Research in Africa (CODESRIA) was drafted, approved by both institutions and signed by Dr Olive Shisana (HSRC CEO) and Dr Adebayo Olukoshi (CODESRIA Executive Secretary) in September 2006. The implementation of this MoU will support both organisations in achieving strategic objectives. Areas of collaboration will focus on issues that face the continent as a whole, development of all-Africa networks, collaborative research projects, building capacity through exchange programmes and active collaboration between the publishing houses of the respective organisations with the publication, translation and dissemination of materials.



HSRC conferences, colloquia and symposia

Conferences

27-29 September 2006. Social Sciences Conference: *Social Sciences in an African context*. This conference was a collaborative venture between the Africa Institute of South Africa (AISA), the Social Science Network of South Africa (SSNSA) and the HSRC.

Colloquia and symposia

21-23 February 2007. *Education and poverty reduction strategies: Issues of policy coherence*. PAU, HSRC.

17-19 April 2007. *The cosmopolitan citizenship symposium*, in collaboration with the French Institute of South Africa, the Centre for Urban and Built Environment Studies (CUBES) and URED, HSRC.

HSRC Seminar Series

Thirty-seven seminars have been arranged on the HSRC seminar series. The seminar series have attracted international speakers and delegations, and this has also involved setting up additional events such as dinners and lunch symposia.

01 April 2006. *Evidence-based policy making, the UK experience*. Professor M Noble, University of Oxford's Centre for the Analysis of South African Social Policy.

18 April 2006. *Gauteng's pockets of poverty: Towards equitable housing and social policies*. Ms Catherine Cross, URED, HSRC.

16 May 2006. *Creating knowledge networks between university and industry in South Africa*. Drs Glenda Kruss and Andrew Paterson, ESSD, HSRC.

30 May 2006. *Networking? Not working! What's wrong with innovation in South Africa*. Professor Jo Lorentzen, ESSD, HSRC.

05 June 2006. *Intellectual property rights and indigenous knowledge: The dissolution of the myth of otherness*. Ms Saskia Vermeulen, University of Surrey, UK.

13 June 2006. *Doctors in a divided society: the profession and education of medical practitioners in South Africa*. Dr Mignone Breier, ESSD, HSRC.

22 June 2006. *What we know (and don't know) about intimate partner violence in South Africa*. Dr Naema Abrahams, independent consultant.

05 July 2006. *Evaluating responsive stimulation programs for young children in two Bangladeshi contexts: feeding and preschool*. Professor Frances Aboud, McGill University.

19 July 2006. *The Zimbabwe question: Land reform and the emerging state*. Dr Peter Kagwanja, D&G, HSRC.

27 July 2006. *Why race matters in South Africa*. Professor Michael MacDonald, Political Science, William's College, Williamstown, USA.

01 August 2006. *Gauteng's pockets of poverty: towards equitable housing and social policies*. Ms Catherine Cross, URED, HSRC.

08 August 2006. *The future of the planet depends on women (Women's Day)*. Chairs: Professor Shirley Zinn, Human Resources Director, Nedbank, Professor Cheryl Potgieter, G&D, HSRC, and Dr Michelle Ruiters, Institute for Global Dialogue.

08 August 2006. *Focus on China*

- *China's economic reform*. Professor Yu Yongding, director-general of the Institute of World Economy and Politics, Chinese Academy of Social Sciences (CASS).
- *China's peaceful development*. Professor Tao Wenzhao, research fellow, former deputy director-general of the Institute of American Studies, CASS, China.

18 August 2006. *Women and disability: Yesterday, today and tomorrow (Disability Day)*. The National Department of Social Development, G&D, HSRC, and CYFSD, HSRC.

29 August 2006. *Worse than the baddest? University research in South Africa*. Ms Junette Davids (Consultant) and Professor Jo Lorentzen and Dr Andrew Paterson, ESSD, HSRC.

01 September 2006. *Employment creation in mineral exporting economies*. Professor Roger Southall, D&G, HSRC.

19 September 2006. *Challenges facing education in Africa in the 21st century*. Professors Dani Wadada Nabudere, Marcus-Garvey Pan African Institute, Uganda and Justinian Galabawa, University of Dar es Salaam, Tanzania, and Dr Bidemi Carrol, Stanford University, US.

19 September 2006. *Realising children's rights in reality – current critical challenges*. Ms Cati Vawda, Children's Resource Centre, KwaZulu-Natal.

03 October 2006. *Alcohol-exposed pregnancies: The predictors and the availability of preventive services in two areas of South Africa*. Ms Kirstie Rendall, University of Pretoria, and Dr Neo Morojele, Medical Research Council of South Africa.

04 October 2006. *Sexuality education as HIV prevention*. Dr Janne Nordstedt, consultant, Sweden.

17 October 2006. *Time to deliver: rhetoric or reality? Lessons for South Africa*. Reflections on the 16th International AIDS Conference. Chair, Dr Olive Shisana, HSRC. Ms Fatima Hassan, AIDS Law project, Dr Laetitia Rispel, SAHA, HSRC, and Professor Linda Richter, CYFSD, HSRC.

25 October 2006. *Research and development in information communication technology in South Africa: Does the output of computer science post-graduates from higher education make a difference?* Dr Andrew Paterson, ESSD, HSRC.

02 November 2006. *Melt-down in the Middle East? Assessing the risks in Iraq, Palestine, and Iran*. Dr Virginia Tilley, D&G, HSRC.

22 November 2006. *Voices of protest: Social movements in post-apartheid South Africa*. Professor Adam Habib, D&G, HSRC.

28 November 2006. *Peace-building after power-sharing: South Africa's peace diplomacy and state re-engineering in Africa's divided societies*. Dr Peter Kagwanja, D&G, HSRC.

01 December 2006. *Stop AIDS: Keep the promise and make a difference*. Chair, Dr Laetitia Rispel. Dr Olive Shisana, Professor Leickness Simbayi, Professor Adam Habib and Mr Chris Desmond, HSRC, representatives of people living with HIV and AIDS.

12 December 2006. *Gender-based violence, black lesbians, hate speech and homophobia*. Professor Cheryl Potgieter.

12 December 2006. *The war on terror and resistance*. George Galloway, Member of Parliament, London constituency of Bethnal Green and Bow.

24 January 2007. *Respondent-driven sampling, methods, theories and implementation*. Lisa Johnston, consultant with the Centers for Disease Control, Family Health International, the World Bank, and the United Nations Development Programme.

30 January 2007. *Post-election Democratic Republic of Congo: towards partnerships for post-conflict reconstruction and development*. Hosted with the Department of Foreign Affairs.

31 January 2007. *World Development Report 2007: Development and the next generation*. Mr Emmanuel Y Jimenez, sector director, Human Development, East Asia Region, World Bank.

05 February 2007. *Iran: Human rights and diversities*. Dr Hamid Reza Nikbakht Fini, head of Department of Law of International Trade, Faculty of Law, and director of International Affairs, Shahid Beheshti University.

05 February 2007. *The impact of legal strategies for claiming economic and social rights*. Dr Varun Gauri, Senior Economist, Development Research Group, World Bank.

20 February 2007. *Cultural, social, ethical and legal issues of male circumcision: scale up for HIV prevention*. Professor Gary Dowsett, deputy director, Australian Research Centre in Sex, Health and Society, La Trobe University, Melbourne, Australia.

26 February 2007. *Achieving education for all: progress and challenges*. Dr Yusuf Sayed, senior policy analyst, European Finance Association, Global Monitoring Report, UNESCO.

13 March 2007. *AIDS orphanhood and mental health: findings from South Africa*. Ms Lucie Cluver, researcher, Oxford University.

26 March 2007. *Music as a positive force for self improvement and cultural identity among black Americans, black Africans and Native Americans*. Dr Robert Rollins, Youngstown State University, USA.



Recent users and funders

Africa Strategic Research Corporation (Pty) Limited
 Agricultural Research Council (ARC)
 Amathole District Municipality (ADM)
 Anglican Church of Southern Africa
 Atlantic Philanthropies
 Bernard Van Leer Foundation
 Biotechnology Partnership and Development (BioPAD)
 Bristol-Myers Squibb Foundation
 British High Commission
 Canadian International Development Agency (CIDA)
 Cape Agency for Sustainable Integrated Development in Rural Areas (CASIDRA)
 Cape Biotech Trust
 Centers for Disease Control and Prevention (CDC)
 Charles Stewart Mott Foundation
 The Children in Distress Network (CINDI)
 Commonwealth Secretariat
 Conference , Workshop & Cultural Initiative Fund (CWCI)
 Conflict and Governance Facility (CAGE)
 Council for Scientific and Industrial Research (CSIR)
 Council on Higher Education (CHE)
 Department for International Development (Dfid)
 Department of Agriculture (DoA)
 Department of Arts & Culture (DAC)
 Department of Communications (DoC)
 Department of Education (DoE)
 Department of Environmental Affairs and Tourism (DEAT)
 Department of Health (DoH)
 Department of Labour (DoL)
 Department of Land Affairs (DLA)
 Department of Local Government and Traditional Affairs (LGTA), KwaZulu-Natal
 Department of Provincial and Local Government (dplg)

Department of Public Service and Administration (DPSA)
 Department of Science and Technology (DST)
 Department of Social Development (SocDev)
 Western Cape Department of Social Services & Poverty Alleviation
 Department of Trade and Industry (DTI)
 Department of Sport and Recreation South Africa (SRSA)
 Development Bank of Southern Africa (DBSA)
 East Coast Biotechnology Regional Innovation Centre (BRIC)
 Eastern Cape Socio-Economic Consultative Council (ECSECC)
 ECORYS Nederland BV
 Education Labour Relations Council (ELRC)
 eThekweni Municipality
 European Union (EU)
 Firelight Foundation
 Ford Foundation
 Foundation for Community Development (FCD)
 Foundation for Human Rights (FHR)
 Foundation for Professional Development (FPD)
 French Institute of South Africa (IFAS)
 Gauteng Department of Education (GDE)
 Gauteng Department of Public Transport, Roads And Works
 Gauteng Provincial Government (GPG)
 Georgetown University
 GeoSpace International
 German Technical Cooperation/Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ)
 Health Systems Trust (HST)
 Independent Development Trust (IDT)
 Industrial Development Corporation (IDC)
 Institute for Security Studies (ISS)

International Business Machines Corporation (IBM)
International Center for Research on Women (ICRW)
International Development Research Centre (IDRC)
International Food Policy Research Institute (IFPRI)
International Labour Organisation (ILO)
Jacobs Foundation
JET Education Services (JET)
Konrad Adenauer Foundation
Kopanong Local Municipality
KwaZulu-Natal Provincial Government
Lancaster University
Lesotho Highlands Development Authority (LHDA)
Media Advertising Publishing Print and Packaging Seta (MAPPP-SETA)
Medical Research Council (MRC)
Mintek
National Advisory Council on Innovation (NACI)
National Bioinformatics Network (NBN)
National Heritage Council (NHC)
National Institute of Mental Health (NIMH)
National Lotteries Distribution Trust Fund (NLDTF)
National Research Foundation (NRF)
NM & Associates Planners & Designers
Office of the Public Service Commission (PSC)
Overseas Project Management Consultants Limited
Paraffin Safety Association Of Southern Africa
Pennsylvania State University
Plan International Inc. South Africa
PlantBio
Queens University
Regional Psychosocial Support Initiative (REPSSI)
Research Surveys
Rockefeller Brothers Fund
Royal Danish Embassy
Royal Netherlands Embassy Development Cooperation
Safety and Security Sector Education and Training Authority (SASSETA)
Save the Children Sweden
School For International Training
Soul City
South African Netherlands Research Programme on Alternatives Development (SANPAD)
South African Agency for Science and Technology Advancement (SAASTA)
South African Cities Network (SACN)
South African Democracy Education Trust (SADET)
South African Revenue Service (SARS)
Statistics South Africa (Stats SA)

Support for Economic Growth and Analysis
Swiss Agency for Development and Cooperation (SDC)
The Planning Initiative
The Provincial Planning & Development Commission
United Nations (UN)
United Nations Children's Fund (UNICEF)
United Nations Development Programme (UNDP)
United Nations Educational, Scientific and Cultural Organisation (UNESCO)
United Nations World Food Programme (WFP)
United States Agency for International Development (USAID)
United States Diplomatic Mission to South Africa (USDMSA)
Universal Service Agency (USA) / Universal Service and Access Agency of South Africa (USAASA)
University of California
University of Cape Town (UCT)
University of Connecticut
University of Fort Hare
University of Kentucky Research Foundation
University of KwaZulu-Natal (UKZN)
University of Michigan
University of Oxford
University of Pretoria (UP)
University of the Witwatersrand (WITS)
Urban Landmark
Water Research Commission (WRC)
Wellcome Trust
Western Cape Education Department
Western Cape Provincial Government
Wholesale and Retail Sector Education and Training Authority (W&RSETA)
WK Kellogg Foundation
World Bank Group
The World Conservation Union (IUCN)
World Health Organisation (WHO)

Research outputs 2006/07

Books and chapters in HSRC-published books

Breier, M & Wildschut, A 2006. *Doctors in a divided society: The profession and education of medical practitioners in South Africa*. Cape Town: HSRC Press.

Buhlungu, S, Daniel, J, Southall, R & Lutchman, J (eds) 2007. *State of the nation: South Africa 2007*. Cape Town: HSRC Press.

Buhlungu, S, Southall, R & Webster, E 2006. Conclusion: Cosatu and the democratic transformation of South Africa. In: Buhlungu, S (ed.) *Trade unions and democracy: Cosatu workers' political attitudes in South Africa*. Cape Town: HSRC Press.

Cherry, J & Southall, R. 2006. Union democracy, parliamentary democracy and the 2004 elections. In: Buhlungu, S (ed.) *Trade unions and democracy: Cosatu workers' political attitudes in South Africa*. Cape Town: HSRC Press.

Cherry, J 2006. Workers and policy-making. In: Buhlungu, S (ed.) *Trade unions and democracy: Cosatu workers' political attitudes in South Africa*. Cape Town: HSRC Press.

Cross, C & Omoluabi, E. 2006. Introduction. In: Cross, C, Gelderblom, D, Roux, N & Mafukidze, J (eds) *Views on migration in sub-Saharan Africa: Proceedings of an African migration alliance workshop*. Cape Town: HSRC Press.

Cross, C, Gelderblom, D, Roux, N & Mafukidze, J (eds) 2006. *Views on migration in sub-Saharan Africa: Proceedings of an African migration alliance workshop*. Cape Town: HSRC Press.

Cross, C, Omoluabi, E, Oucho, J & Cibangu, FK 2006. Synthesis and conclusions: What are Africa's issues in migration? In: Cross, C, Gelderblom, D, Roux, N & Mafukidze, J (eds) *Views on migration in sub-Saharan Africa: Proceedings of an African migration alliance workshop*. Cape Town: HSRC Press.

Daniel, J, Lutchman, J & Comminos, A 2007. South Africa in Africa: Trends and forecasts in a changing African political economy. In: Buhlungu, S, Daniel, J, Southall, R & Lutchman, J (eds) *State of the nation: South Africa 2007*. Cape Town: HSRC Press.

Deacon, H & Stephney, I 2007. *HIV/AIDS, stigma and children: A literature review*. Cape Town: HSRC Press.

Hadland, A, Aldridge, M & Ogada, J 2006. *Re-visioning television: Policy, strategy and models for the sustainable development of community television in South Africa*. Cape Town: HSRC Press.

Hadland, A, Cowling, L & Tabe, BFT 2007. *Advertising in the news: Paid-for content and the South African print media*. Cape Town: HSRC Press.

Hall, R & Ntsebeza, L 2007. Introduction. In: Ntsebeza, L & Hall, R (eds) *The land question in South Africa: The challenge of transformation and redistribution*. Cape Town: HSRC Press.

Hart, T & Vorster, I 2006. *Indigenous knowledge on the South African landscape*. (Urban, Rural and Economic Development Research Programme, Occasional Paper No. 1.) Cape Town: HSRC Press.

Howell, C, Chalklen, S & Alberts, T 2006. A history of the disability rights movement in South Africa. In: Watermeyer, B, Swartz, L, Lorenzo, T, Schneider, M & Priestley, M (eds) *Disability and social change: A South African agenda*. Cape Town: HSRC Press.

Kabemba, C 2007. South Africa in the DRC: Renaissance or neo-imperialism? In: Buhlungu, S, Daniel, J, Southall, R & Lutchman, J (eds) *State of the nation: South Africa 2007*. Cape Town: HSRC Press.

Kanjee, A 2007. Improving learner achievement in schools: Applications of national assessments in South Africa. In: Buhlungu, S, Daniel, J, Southall, R & Lutchman, J (eds) *State of the nation: South Africa 2007*. Cape Town: HSRC Press.

Mafukidze, J 2006. A discussion of migration and migration patterns and flows in Africa. In: Cross, C, Gelderblom, D, Roux, N & Mafukidze, J (eds) *Views on migration in sub-Saharan Africa: Proceedings of an African migration alliance workshop*. Cape Town: HSRC Press.

Mangcu, X (ed.) 2006. *The meaning of Mandela: A literary and intellectual celebration*. Cape Town: HSRC Press.

Mangcu, X 2006. Introduction. In: Mangcu, X (ed.) *The meaning of Mandela: A literary and intellectual celebration*. Cape Town: HSRC Press.

Mangcu, X 2006. Preface. In: Mangcu, X (ed.) *The meaning of Mandela: A literary and intellectual celebration*. Cape Town: HSRC Press.

Matsebeza, S, Schneider, M & Watermeyer, B 2006. Integrating disability within government: The Office on the Status of Disabled Persons. In: Watermeyer, B, Swartz, L, Lorenzo, T, Schneider, M & Priestley, M (eds) *Disability and social change: A South African agenda*. Cape Town: HSRC Press.

McDougall, K 2006. 'Ag shame' and superheroes: Stereotype and the signification of disability. In: Watermeyer, B, Swartz, L, Lorenzo, T, Schneider, M & Priestley, M (eds) *Disability and social change: A South African agenda*. Cape Town: HSRC Press.

McDougall, K, Swartz, L & Van der Merwe, A 2006. *Zip zip my brain harts*. Cape Town: HSRC Press.

Morrow, S 2006. Fort Hare in its local context: A historical view. In: Nkomo, M, Swartz, D & Maja, B (eds) *Within the realm of possibility: From disadvantage to development at the University of Fort Hare and the University of the North*. Cape Town: HSRC Press.

Naidu, S. & Manqele, M 2006. The smallest parties: The ACDP, UCDP, FF+, MF, and UDM. In: Piombo, J & Nijzink, L (eds) *Electoral politics in South Africa: Assessing the first democratic decade*. Cape Town: HSRC Press.

Ndletyana, M 2007. Municipal elections 2006: Protests, independent candidates and cross-border municipalities. In: Buhlungu, S, Daniel, J, Southall, R & Lutchman, J (eds) *State of the nation: South Africa 2007*. Cape Town: HSRC Press.

Nhlapo, CM, Watermeyer, B & Schneider, M 2006. Disability and human rights: The South African Human Rights Commission. In: Watermeyer, B, Swartz, L, Lorenzo, T, Schneider, M & Priestley, M (eds) *Disability and social change: A South African agenda*. Cape Town: HSRC Press.

Nkomo, M & Swartz, D 2006. Introduction. In: Nkomo, M, Swartz, D & Maja, B (eds) *Within the realm of possibility: From disadvantage to development at the University of Fort Hare and the University of the North*. Cape Town: HSRC Press.

Nkomo, M, Swartz, D & Maja, B (eds) (2006) *Within the realm of possibility: From disadvantage to development at the University of Fort Hare and the University of the North*. Cape Town: HSRC Press.

Ntsebeza, L. & Hall, R. (eds) 2007. *The land question in South Africa: The challenge of transformation and redistribution*. Cape Town: HSRC Press.

Ntsebeza, L 2007. Land redistribution in South Africa: The property clause revisited. In: Ntsebeza, L & Hall, R (eds) *The land question in South Africa: The challenge of transformation and redistribution*. Cape Town: HSRC Press.

Pillay, U & Tomlinson, R 2006. Conclusion. In: Pillay, U, Tomlinson, R & Du Toit, J (eds) *Democracy and delivery: Urban policy in South Africa*. Cape Town: HSRC Press.

Pillay, U, Tomlinson, R & Du Toit, J (eds) 2006. *Democracy and delivery: Urban policy in South Africa*. Cape Town: HSRC Press.

Pillay, U, Tomlinson, R & Du Toit, J 2006. Introduction. In: Pillay, U, Tomlinson, R & Du Toit, J (eds) *Democracy and delivery: Urban policy in South Africa*. Cape Town: HSRC Press.

Posel, D & Casale, D 2006. Internal labour migration and household poverty in post-apartheid South Africa. In: Borhat, H & Kanbur, R (eds) *Poverty and policy in post-apartheid South Africa*. Cape Town: HSRC Press.

Potgieter, CA, Pillay, R & Rama, S 2006. *Women, development & transport in rural Eastern Cape, South Africa*. Cape Town: HSRC Press.

Prince, B, Pugh, S & Kleintjes, S (eds) 2007. *Skills-building for gender mainstreaming in HIV/AIDS: Research and practice: Seminar proceedings*. Cape Town: HSRC Press.

Reddy, V. with contributions from Kanjee, A, Diedericks, G & Winnaar, L 2006. *Mathematics and science achievement at South African schools in TIMSS 2003*. Cape Town: HSRC Press.

Schneider, M 2006. Disability and the environment. In: Watermeyer, B, Swartz, L, Lorenzo, T, Schneider, M & Priestley, M (eds) *Disability and social change: A South African agenda*. Cape Town: HSRC Press.

Simbayi, LC, Jooste, S, Mwaba, K, Managa, A, Zuma, K & Mbelle, NM 2006. *Behavioural risks and HIV sero-status household survey in the Klerksdorp district of South Africa: A baseline study*. Cape Town: HSRC Press.

Southall, R & Tangri, R 2006. Cosatu and black economic empowerment. In: Buhlungu, S (ed.) *Trade unions and democracy: Cosatu workers' political attitudes in South Africa*. Cape Town: HSRC Press.

Southall, R 2006. The ANC, black economic empowerment and state-owned enterprises: A recycling of history? In: Buhlungu, S, Daniel, J, Southall, R & Lutchman, J (eds) *State of the nation: South Africa 2007*. Cape Town: HSRC Press.

Southall, R 2007. South Africa in Africa: Introduction. In: Buhlungu, S, Daniel, J, Southall, R & Lutchman, J (eds) *State of the nation: South Africa 2007*. Cape Town: HSRC Press.

Southall, R 2007. The ANC state, more dysfunctional than developmental? In: Buhlungu, S, Daniel, J, Southall, R & Lutchman, J (eds) *State of the nation: South Africa 2007*. Cape Town: HSRC Press.

Southall, R, Webster, E & Buhlungu, S 2006. Afterword: ANC-COSATU relations and the battle for the presidency. In: Buhlungu, S (ed.) *Trade unions and democracy: Cosatu workers' political attitudes in South Africa*. Cape Town: HSRC Press.

Swartz, L & Schneider, M 2006. Tough choices: Disability and social security in South Africa. In: Watermeyer, B, Swartz, L, Lorenzo, T, Schneider, M & Priestley, M (eds) *Disability and social change: A South African agenda*. Cape Town: HSRC Press.

Swartz, L, Schneider, M & Rohleder, P 2006. HIV/AIDS and disability: New challenges. In: Watermeyer, B, Swartz, L, Lorenzo, T, Schneider, M & Priestley, M (eds) *Disability and social change: A South African agenda*. Cape Town: HSRC Press.

Tabela, K, Roodt, J, Paterson, A & Weir-Smith, G 2007. *Mapping ICT access in South Africa*. Cape Town: HSRC Press.

Todes, A 2006. Urban spatial policy. In: Pillay, U, Tomlinson, R & Du Toit, J (eds) *Democracy and delivery: Urban policy in South Africa*. Cape Town: HSRC Press.

Vass, J & Phakathi, S 2006. *Managing HIV in the workplace: Learning from SMEs*. Cape Town: HSRC Press.

Viljoen, J & Tabela, K 2007. *Rural tourism development in South Africa: Trends and challenges*. Cape Town: HSRC Press.

Watermeyer, B, Swartz, L, Lorenzo, T, Schneider, M & Priestley, M (eds) 2006. *Disability and social change: A South African agenda*. Cape Town: HSRC Press.

Young, M & Gamble, J (eds) 2006. *Knowledge, curriculum and qualifications for South African further education*. Cape Town: HSRC Press.

Other books published by HSRC Press

Atkinson, D 2007. *Going for broke: The fate of farm workers in arid South Africa*. Cape Town: HSRC Press.

Bhorat, H & Kanbur, R (eds) 2006. *Poverty and policy in post-apartheid South Africa*. Cape Town: HSRC Press.

Buhlungu, S (ed.) 2006. *Trade unions and democracy: Cosatu workers' political attitudes in South Africa*. Cape Town: HSRC Press.

Buur, L., Jensen, S. & Stepputat, F. (eds) 2007. *The security-development nexus: Expressions of sovereignty and securitisation in southern Africa*. Cape Town: HSRC Press.

Field, S, Meyer, R & Swanson, F (eds) 2007. *Imagining the city: Memories and cultures in Cape Town*. Cape Town: HSRC Press.

Research outputs 2006/07 *continued*

Gasa, N (ed.) 2007. *Women in South African history: Basus'iimbokodo, bawel'imilambo/They remove boulders and cross rivers*. Cape Town: HSRC Press.

Izumi, K (ed.) 2006. *Reclaiming our lives: HIV and AIDS, women's land and property rights and livelihoods in southern and East Africa: Narratives and responses*. Cape Town: HSRC Press.

Izumi, K (ed.) 2006. *The land and property rights of women and orphans in the context of HIV and AIDS: Case studies from Zimbabwe*. Cape Town: HSRC Press.

Jeppie, S 2007. *Language, identity, modernity: The Arabic study circle of Durban*. Cape Town: HSRC Press.

Piombo, J & Nijzink, L (eds) 2006. *Electoral politics in South Africa: Assessing the first democratic decade*. Cape Town: HSRC Press. (First published by Palgrave Macmillan, England in 2005.)

Salih, MAM (ed.) 2006. *African parliaments: Between governance and government*. Cape Town: HSRC Press.

Scanlon, H 2007. *Representation & reality: Portraits of women's lives in the Western Cape 1948-1976*. Cape Town: HSRC Press.

Tsheko, GN (ed.) 2007. *Qualitative research report on orphans and vulnerable children in Palapye, Botswana*. Cape Town: HSRC Press.

Waetjen, T 2006. *Workers & warriors: Masculinity and the struggle for nation in South Africa*. Cape Town: HSRC Press.

Woolard, I & Woolard, C 2007. *Earnings inequality in South Africa 1995-2003*. (Employment, Growth and Development Initiative Research Programme, Occasional Paper No. 1.) Cape Town: HSRC Press.

Books and chapters in non-HSRC published books

Akojee, S & McGrath, S 2006. *Afrique du Sud: Réduction des dépenses sociales et détérioration de la qualité de l'enseignement*. In: Carton, M, Flückiger, Y, Mackintosh, M & Merrien, F *Le défi social du développement: Globalisation et inégalités*. Genève: IUED.

Ballard, R, Habib, A & Valodia, I (eds) 2006. *Voices of protest: Social movements in post-apartheid South Africa*. Scottsville: University of KwaZulu-Natal Press.

Ballard, R, Habib, A & Valodia, I 2006. Conclusion: Making sense of post-apartheid South Africa's voices of protest. In: Ballard, R., Habib, A. & Valodia, I. (eds) *Voices of protest: Social movements in post-apartheid South Africa*. Scottsville: University of KwaZulu-Natal Press.

Ballard, R, Habib, A, Valodia, I & Zuern, E 2006. Introduction: From anti-apartheid to post-apartheid social movements. In: Ballard, R, Habib, A & Valodia, I (eds) *Voices of protest: Social movements in post-apartheid South Africa*. Scottsville: University of KwaZulu-Natal Press.

Bell, CC, Bhana, A, McKay, MM & Petersen, I 2007. A commentary on the Triadic theory of influence as a guide for adapting HIV prevention programs for new contexts and populations: The CHAMP-South African story. In: McKay, MM & Paikoff, RL (eds) *Community collaborative partnerships: The Foundation for HIV Prevention Research Efforts*. New York: Haworth Press.

Bénit, C, Christopher, A & Gervais-Lambony, P 2006. *Métropoles sud-africaines: Le local en otage?* In: Lombard, J, Mesclier, E & Velut, S (eds) *La mondialisation côté Sud: Acteurs et territoires*. Paris: IRD Editions.

Bentley, K, Habib, A & Morrow, S 2006. *Academic freedom, institutional autonomy and the corporatised university in contemporary South Africa. Research report*. Pretoria: The Council on Higher Education.

Bentley, KA 2006. The peace process in Burundi: Reflecting on South Africa's role. In: *South African Yearbook of International Affairs, 2005*. Johannesburg: South African Institute of International Affairs (SAIIA).

Bhana, A, Petersen, I & RoCHAT, T 2007. Community psychology in South Africa. In: Reich, S, Riemer, M, Prilleltensky, I & Montero, M (eds) *International community psychology: History and theories*. New York: Springer.

Braun, H & Kanjee, A 2006. Using assessment to improve education in developing nations. In: Braun, H, Kanjee, A, Bettinger, E & Kremer, M. *Improving education through assessment, innovation, and evaluation*. Cambridge: American Academy of Arts and Sciences.

Braun, H, Kanjee, A, Bettinger, E & Kremer, M 2006. *Improving education through assessment, innovation, and evaluation*. Cambridge: American Academy of Arts and Sciences.

Breier, M 2006. A disciplinary-specific approach to the recognition of prior informal experience in adult pedagogy: 'rpl' as opposed to 'RPL'. In: Andersson, P & Harris, J (eds) *Re-theorising the recognition of prior learning*. Leicester: National Institute of Adult Continuing Education.

Chipkin, I 2007. *Do South Africans exist?: Nationalism, democracy and the identity of 'the people'*. Johannesburg: Witwatersrand University Press.

Chisholm, L 2006. South Africa's new education system: Great intentions – harsh realities. In: Gunnarsen, G, MacManus, P, Nielsen, M & Stolten, HE (eds) *At the end of the rainbow?: Social identity and welfare state in the new South Africa*. Electronic book.

Collinson, M, Kok, P & Garenne, M 2006. *Migration and changing settlement patterns: Multilevel data for policy*. Report 03-04-01. Pretoria: Statistics South Africa.

Cross, C 2006. Local governance and social conflict: Implications for piloting South Africa's new housing plan in Cape Town's informal settlements. In: Huchzermeyer, M & Karam, A (eds) *Informal settlements: A perpetual challenge?* Cape Town: UCT Press.

Dawes, A 2007. Early childhood and violence exposure. In: New, RS & Cochran, M (eds) *Early childhood education: An international encyclopedia*. Westport, Conn.: Praeger.

Habib, A & Selinyane, N 2006. Constraining the unconstrained: Civil society and South Africa's hegemonic obligations in Africa. In: Carlsnaes, W & Nel, P (eds) *In full flight: South African foreign policy after apartheid*. Midrand: Institute for Global Dialogue.

Habib, A & Valodia, I 2006. Reconstructing a social movement in an era of globalisation: A case study of COSATU. In: Ballard, R, Habib, A & Valodia, I (eds) *Voices of protest: Social movements in post-apartheid South Africa*. Scottsville: University of KwaZulu-Natal Press.

Hemson, D 2005. Regulating the regulators?: Civil society and regulation in South Africa. In: Camay, P & Gordon, A (eds) *Poverty reduction through improved regulation: Perspectives on South African and international experience*. Johannesburg: Co-operative for Research and Education (CORE).

Hemson, D. 2006. 'Tomorrow will be better than today': Delivery in the age of hope. In: Gunnarsen, G, MacManus, P, Nielsen, M & Stolten, HE (eds) *At the end of the rainbow?: Social identity and welfare state in the new South Africa*. Electronic book.

Hemson, D with Dube, B Mbele, T, Nnadozie, R & Ngcobo, D 2006. *Still paying the price: Revisiting the cholera epidemic of 2000–2001 in South Africa*. Municipal Services Project. Occasional Papers No. 10. Grahamstown: Grocott.

Hemson, D, Legassick, M & Ulrich, N 2006. White activists and the revival of the workers' movement. In: South African Democracy Education Trust (SADET). *The road to democracy in South Africa, Volume 2 [1970-1980]*. Pretoria: University of South Africa Press.

Heugh, K 2007. Language and literacy issues in South Africa. In: Rassool, N *Global issues in language, education and development: Perspectives from postcolonial countries*. Linguistic diversity and language rights: 4. Clevedon: Multilingual Matters.

Houston, G & Magubane, B 2006. The ANC political underground during the 1970s. In: South African Democracy Education Trust (SADET). *The road to democracy in South Africa, Volume 2 [1970-1980]*. Pretoria: University of South Africa Press.

Houston, G & Magubane, B 2006. The ANC's armed struggle in the 1970s. In: South African Democracy Education Trust (SADET). *The road to democracy in South Africa, Volume 2 [1970-1980]*. Pretoria: University of South Africa Press.

Jansen, J, Gevers, W & Mati, X (eds) 2006. *Evidence-based practice: 'Double symposium' proceedings on problems, possibilities and politics*. Pretoria: Academy of Science of South Africa.

Kahn, M. 2007. The macro view of biotechnology capability in the South African science system. In: Chataway, J & James, W (eds) *Biotechnology and health*. Pretoria: Van Schaik.

Kivilu, M 2006. Preferred language of instruction in schools in South Africa: Findings from the South African Social Attitudes Survey (SASAS). In: Legislature Colloquium 2006. *Reflective dialogue on policies, legislation & development in Limpopo. Colloquium proceedings December 2006*. Limpopo Legislature.

Kok, P & Collinson, M 2006. *Migration and urbanisation in South Africa. Report 03-04-02*. Pretoria: Statistics South Africa.

Kraak, A 2006. Skills development: Empowerment from below?: An education, training and employment perspective 1994-2004. In: Gqubule, D (ed.) *Making mistakes righting wrongs: Insights into black economic empowerment*. Johannesburg: Jonathan Ball.

Lorentzen, J 2006. Sectoral growth and employment prospects. In: *Western Cape provincial economic review & outlook 2006*. Cape Town: Provincial Treasury.

Lorentzen, J & Møllgaard, P 2006. Competition policy and innovation. In: Bianchi, P & Labory, S (eds) *International handbook on industrial policy*. Cheltenham: Edward Elgar Publishing.

Magwaza, T & Sithole, MP 2006. "This is our history": Ngome women constructing a different history. In: Magwaza, T, Seleti, Y & Sithole, MP (eds) *Freedom sown in blood: Memories of the Impi Yamaghanda: An indigenous knowledge systems perspective*. Thohoyandou: Ditlou Publishers.

Magwaza, T, Seleti, Y & Sithole, MP (eds) 2006. *Freedom sown in blood: Memories of the Impi Yamaghanda: An indigenous knowledge systems perspective*. Thohoyandou: Ditlou Publishers.

Maharaj, P & Roberts, B 2006. Tripping up: AIDS, pharmaceuticals and intellectual property in South Africa. In: Crown, C, Braunstein, E & Malhotra, A (eds) *Trading women's health and rights?: Trade liberalisation and reproductive health in developing economies*. London: Zed Books.

Miller, D 2005. Transition in the post-apartheid regional workplace: Shoprite in Zambia. In: Webster, E & Von Holdt, K (eds) *Beyond the apartheid workplace: Studies in transition*. Scottsville: University of KwaZulu-Natal Press.

Miller, D 2006. Changing African cityscapes: Regional claims of African labor at South African-owned shopping malls. In: Murray, MJ & Myers, GA (eds) *Cities in contemporary Africa*. Hampshire: Palgrave Macmillan.

Peltzer, K 2006. Belief in paranormal and magical phenomena among students in South Africa. In: Dos Santos-Stubbe, C & Klöpfer, C (eds) *Psychologie aus historischer und transkultureller Perspektive*. Aachen: Shaker Verlag.

Peltzer, K 2006. Culture and psychotrauma. In: Ottomeyer, K & Renner, W (eds) *Interkulturelle Trauma-diagnostik: Probleme, Befunde und Richtlinien für die Begutachtung von Asylsuchenden*. Klagenfurt: Drava Verlag.

Renner, W, Peltzer, K, Salem, I & Ottomeyer, K 2006. Dimensions of distress in West African asylum seekers: Body sensations, somatic complaints, and other culturally specific symptoms. In: Ottomeyer, K & Renner, W (eds) *Interkulturelle trauma-diagnostik: Probleme, Befunde und Richtlinien für die Begutachtung von Asylsuchenden*. Klagenfurt: Drava Verlag.

Richter, L 2006. *The role of the health sector in strengthening systems to support children's healthy development in communities affected by HIV/AIDS: A review*. Geneva: World Health Organisation.

Richter, L, Foster, G & Sherr, L 2006. *Where the heart is: Meeting the psychosocial needs of young children in the context of HIV/AIDS*. The Hague, The Netherlands: Bernard van Leer Foundation.

Shisana, O 2006. How a science council provides research-based advice. In: Jansen, J, Gevers, W & Mati, X (eds) *Evidence-based practice: 'Double symposium' proceedings on problems, possibilities and politics*. Pretoria: Academy of Science of South Africa.

Sithole, MP & Zondi, N 2006. Genealogies of the Royal amaZondi of Ngome. In: Magwaza, T, Seleti, Y & Sithole, MP (eds) *Freedom sown in blood: Memories of the Impi Yamaghanda: An indigenous knowledge systems perspective*. Thohoyandou: Ditlou Publishers.

Sithole, MP 2006. Rebellion or uprising?: A reinterpretation of Impi Yamakhanda. In: Magwaza, T, Seleti, Y & Sithole, MP (eds) *Freedom sown in blood: Memories of the Impi Yamaghanda: An indigenous knowledge systems perspective*. Thohoyandou: Ditlou Publishers.

Sithole, MP 2006. The elitism of evidence: A paradox of human rationality. In: Jansen, J, Gevers, W & Mati, X (eds) *Evidence-based practice: 'Double symposium' proceedings on problems, possibilities and politics*. Pretoria: Academy of Science of South Africa.

Southall, R & Cobbing, J 2006. From racial liberalism to corporate authoritarianism. In: Pithouse, R (ed.) *Asinamali: University struggles in post-apartheid South Africa*. Trenton: Africa World Press.

Research outputs 2006/07 *continued*

Southall, R 2006. Lesotho. In: Mehler, A, Melber, H & Van Walraven, K (eds) *Africa yearbook. Volume 2. Politics, economy and society south of the Sahara in 2005*. Leiden: Brill.

Southall, R 2006. Lesotho: Peaceful election provides basis for consolidating democracy. In: *Africa contemporary record, volume 28, 2001-2002*. New York: Holmes and Meier.

Southall, R 2006. Party assistance and the crisis of democracy in southern Africa. In: Burnell, P (ed.) *Globalising democracy: Party politics in emerging democracies*. London: Routledge.

Southall, R 2006. The ANC, party dominance and social production. In: *Challenges to democracy by one-party dominance: A comparative assessment. Seminar Report No. 17*. Johannesburg: Konrad-Adenauer-Stiftung.

Streak, J 2007. Claiming resources for socio-economic rights. In: Khoza, S (ed.) *Socio-economic rights in South Africa. 2nd ed.* Bellville: Community Law Centre, University of the Western Cape.

Todes, A 2007. Regional planning and sustainability: Limits and potentials of South Africa's integrated development plans. In: Stiftel, B, Watson, V & Acselrad, H (eds) *Dialogues in urban and regional planning 2*. London: Routledge.

Wessells, MG & Dawes, A 2007. Macro-level interventions: Psychology, social policy, and societal influence processes. In: Stevens, MJ & Gielen, UP *Toward a global psychology: Theory, research, intervention, and pedagogy*. New Jersey: Lawrence Erlbaum.

Journal articles – peer-reviewed

Akoojee, S & McGrath, S 2006. Technical vocational education and training in Botswana: The challenge of joining-up policy. *Africa Insight*, 36(1): 46-52.

Aliber, M & Walker, C 2006. The impact of HIV/AIDS on land rights: Perspectives from Kenya. *World Development*, 34(4): 704-727.

Altman, M 2006. Identifying employment-creating sectors in South Africa: The role of services industries. *Development Southern Africa*, 23(5): 627-647.

Amoateng, AY, Barber, BK & Erickson, LD 2006. Family predictors of adolescent substance use: The case of high school students in the Cape Metropolitan area, Cape Town, South Africa. *Journal of Child and Adolescent Mental Health*, 18(1): 7-15.

Andrews, G, Skinner, D & Zuma, K 2006. Epidemiology of health and vulnerability among children orphaned and made vulnerable by HIV/AIDS in sub-Saharan Africa. *AIDS Care*, 18(3): 269-276.

Bénit-Gbaffou, C 2006. Police-community partnerships and responses to crime: Lessons from Yeoville and Observatory, Johannesburg. *Urban Forum*, 17(4): 301-326.

Bénit-Gbaffou, C, Fabiyi, S & Owuor, S 2007. Le territoire contre le réseau? Fermetures de rues et nouvelles formes de gouvernance urbaine à Johannesburg, Nairobi et Ibadan. *Flux: Cahiers scientifiques internationaux Réseaux et Territoires*, 66-67: 19-38.

Bentley, KA 2006. If baboons could talk ... JS Mill on freedom of speech and the limits of racial discourse. *Politikon*, 33(1): 31-44.

Boyce, G 2007. Potential gender dimensions of a kidney trafficking market in South Africa. *Agenda: Empowering Women for Gender Equity*, 70: 58-66.

Brandt, R, Dawes, A & Bray, R 2006. Women coping with AIDS in Africa: Contributions of a contextually grounded research methodology. *Psychology, Health & Medicine*, 11(4): 522-527.

Breier, M 2006. 'In my case...': The recruitment and recognition of prior informal experience in adult pedagogy. *British Journal of Sociology of Education*, 27(2): 173-188.

Breier, M 2006. A model for the analysis of professions and professional education applied to medical doctors in South Africa. *Perspectives in Education*, 24(3): 25-35.

Chao, L, Pauly, M, Szrek, H, Pereira, NS, Bundred, F, Cross, C & Gow, J 2007. Poor health kills small business: Illness and microenterprises in South Africa. *Health Affairs*, 26(2): 474-482.

Chipkin, I 2006. In search of privacy, or when is the state democratic? *Transformation*, 61: 89-107.

Chisholm, L & Sujee, M 2006. Tracking racial desegregation in South African schools. *Journal of Education*, 40: 141-159.

Dehaye, N, Pawinski, RA & Desmond, C 2006. Financial and economic costs of scaling up the provision of HAART to HIV-infected health care workers in KwaZulu-Natal. *South African Medical Journal*, 96(2): 140-143.

De Vries, H, Van Riet, J, Panday, S & Reubsæet, A 2007. Access point analysis in smoking and nonsmoking adolescents: Findings from the European Smoking Prevention Framework Approach study. *European Journal of Cancer Prevention*, 16(3): 257-265.

Dubbeld, CE, De Kadt, E & Reddy, V 2006. A preliminary bibliography of language and gender in South Africa. *Southern African Linguistics and Applied Language Studies*, 24(4): 553-557.

Flisher, AJ, Ward, CL, Liang, H, Onya, H, Mlisa, N, Terblanche, S, Bhana, A, Parry, CDH & Lombard, CJ 2006. Injury-related behaviour among South African high-school students at six sites. *South African Medical Journal*, 96(9): 825-830.

Freeman, M & Nkomo, N 2006. Assistance needed for the integration of orphaned and vulnerable children – Views of South African family and community members. *Sahara J: Journal of Social Aspects of HIV/AIDS*, 3(3): 503-509.

Freeman, M & Nkomo, N 2006. Guardianship of orphans and vulnerable children: A survey of current and prospective South African caregivers. *AIDS Care*, 18(4): 302-310.

Garnett, GP, Garcia-Calleja, JM, Rehle, T & Gregson, S 2006. Behavioural data as an adjunct to HIV surveillance data. *Sexually Transmitted Infections*, 82(1): 57-62.

Giles, H, Makoni, S & Dailey, RM 2005. Intergenerational communication beliefs across the lifespan: Comparative data from Ghana and South Africa. *Journal of Cross-cultural Gerontology*, 20(3): 191-211.

Govender, L, Rochat, T, Richter, L & Rollins, N 2006. Pediatric nursing in the context of the HIV/AIDS epidemic in resource-poor settings – balancing the "art and the science". *Holistic Nursing Practice*, 20(5): 247-254.

Grantham-McGregor, S, Cheung, YB, Cueto, S, Glewwe, P, Richter, L, Strupp, B & The International Child Development Steering Group. 2007. Child development in developing countries 1: Developmental potential in the first 5 years for children in developing countries. *Lancet*, 369(9555): 60-70.

- Griesel, RD & Richter, LM 2006. Undernutrition, brain growth and intellectual development. *South African Medical Journal*, 96(9): 862-864.
- Habib, A & Morrow, S 2006. Research, research productivity and the state in South Africa. *Transformation*, 62: 9-29.
- Habib, A & Naidu, S 2006. Race, class and voting patterns in South Africa's electoral system: Ten years of democracy. *Africa Development*, 31(3): 81-92.
- Hajek, C, Barker, V, Giles, H, Makoni, S, Pecchioni, L, Louw-Potgieter, J & Myers, P 2006. Communicative dynamics of police-civilian encounters: American and African interethnic data. *Journal of Intercultural Communication Research*, 35(3): 161-182.
- Hallett, TB, Aberle-Grasse, J, Bello, G, Boulos, L-M, Cayemittes, MPA, Cheluget, B, Chipeta, J, Dorrington, R, Dube, S, Ekra, AK, Garcia-Calleja, JM, Garnett, GP, Greby, S, Gregson, S, Grove, JT, Hader, S, Hanson, J, Hladik, W, Ismail, S, Kassim, S, Kirungi, W, Kouassi, L, Mahomva, A, Marum, L, Maurice, C, Nolan, M, Rehle, T, Stover, J & Walker, N 2006. Declines in HIV prevalence can be associated with changing sexual behaviour in Uganda, urban Kenya, Zimbabwe, and urban Haiti. *Sexually Transmitted Infections*, 82(1): 1-8.
- Hart, TGB & Burgess, RP 2006. Across the divide: The impact of farmer-to-farmer linkages in the absence of extension services. *South African Journal of Agricultural Extension*, 35(1): 12-22.
- Heugh, K 2006. Die prisma vertroebel: Taalonderrigbeleid geïnterpreteer in terme van kurrikulumverandering. *Tydskrif vir Geesteswetenskappe. Supplement – Moedertaalonderrig*, 46(2): 63-76.
- Hoadley, U 2006. Analysing pedagogy: The problem of framing. *Journal of Education*, 40: 15-34.
- Kagwanja, P 2006. Counter-terrorism in the horn of Africa: New security frontiers, old strategies. *African Security Review*, 15(3): 72-86.
- Kagwanja, P 2006. Power and peace: South Africa and the refurbishing of Africa's multilateral capacity for peacemaking. *Journal of Contemporary African Studies*, 24(2): 159-184.
- Kagwanja, PM 2006. 'Power to Uhuru': Youth identity and generational politics in Kenya's 2002 elections. *African Affairs*, 105(418): 51-75.
- Kahn, M 2007. Internationalization of R&D: Where does South Africa stand? *South African Journal of Science*, 103(1/2): 7-12.
- Kalichman, SC, Simbayi, LC, Cain, D, Cherry, C, Henda, N & Cloete, A 2007. Sexual assault, sexual risks and gender attitudes in a community sample of South African men. *AIDS Care*, 19(1): 20-27.
- Kalichman, SC, Simbayi, LC, Cain, D, Cherry, C & Jooste, S 2006. Coital bleeding and HIV risks among men and women in Cape Town, South Africa. *Sexually Transmitted Diseases*, 33(9): 551-557.
- Kalichman, SC, Simbayi, LC, Cain, D, Jooste, S, Skinner, D & Cherry, C (2006) Generalizing a model of health behaviour change and AIDS stigma for use with sexually transmitted infection clinic patients in Cape Town, South Africa. *AIDS Care*, 18(3): 178-182.
- Kalichman, SC, Simbayi, LC & Jooste, S 2006. Sensation seeking, alcohol use, and sexual behaviors among sexually transmitted infection clinic patients in Cape Town, South Africa. *Psychology of Addictive Behaviors*, 20(3): 298-304.
- Kalichman, SC, Simbayi, LC, Kagee, A, Toefy, Y, Jooste, S, Cain, D & Cherry, C 2006. Associations of poverty, substance use, and HIV transmission risk behaviors in three South African communities. *Social Science & Medicine*, 62: 1641-1649.
- Kalichman, SC, Simbayi, LC, Kaufman, M, Cain, D & Jooste, S 2007. Alcohol use and sexual risks for HIV/AIDS in sub-Saharan Africa: Systematic review of empirical findings. *Prevention Science: The Official Journal of the Society for Prevention Research*, 8(2):141-151.
- Kanjee, A 2007. Using logistic regression to detect bias when multiple groups are tested. *South African Journal of Psychology*, 37(1): 47-61.
- Kimuna, SR & Makiwane, M 2007. Older people as resources in South Africa: Mpumalanga households. *Journal of Aging & Social Policy*, 19(1): 97-114.
- Kraak, A 2006. "Academic drift" in South African universities of technology: Beneficial or detrimental? *Perspectives in Education*, 24(3): 135-152.
- Kruss, G 2006. Creating knowledge networks: Higher education, industry and innovation in South Africa. *Science, Technology & Society*, 11(2): 319-349.
- Kruss, G 2006. Working partnerships: The challenge of creating mutual benefit for academics and industry. *Perspectives in Education*, 24(3): 1-13.
- Langa, RC & Peltzer, K 2007. HIV/AIDS information credibility and seeking among South African youth. *African Journal for Physical, Health Education, Recreation and Dance (AJPHERD)*, 13(1): 43-58.
- Maphunye, K 2006. Towards redressing historical inequities?: Gender balancing in the South African civil service. *Public Management Review*, 8(2): 297-311.
- Miller, D 2006. 'Spaces of resistance' – African workers at Shoprite in Maputo and Lusaka. *Africa Development*, XXXI(1): 27-49.
- Muchie, M, Habib, A & Padayachee, V 2006. African integration and civil society: The case of the African Union. *Transformation*, 61: 3-24.
- Mzimkulu, KG & Simbayi, LC 2006. Perspectives and practices of Xhosa-speaking African traditional healers when managing psychosis. *International Journal of Disability, Development and Education*, 53(4): 417-431.
- Naidoo, V 2006. Observations on defining a developmental state administration in South Africa. *Journal of Public Administration*, 41(3): 479-490.
- Naidu, S & Davies, M 2006. China fuels its future with Africa's riches. *South African Journal of International Affairs*, 13(2): 69-83.
- Niang, CI, Shisana, O, Andrews, G, Kaseje, D, Simbayi, L, Peltzer, K & Toefy, Y 2006. New approaches, new activities and new outcomes in international conferences on HIV/AIDS in Africa – Report of the 3rd African Conference on the Social Aspects of HIV/AIDS, Dakar, 10-14 October 2005. *Sahara J: Journal of Social Aspects of HIV/AIDS*, 3(2): 424-435.

Research outputs 2006/07 *continued*

Ntsebeza, L 2007. Land-reform politics in South Africa's countryside. *Peace Review: A Journal of Social Justice*, 19(1): 33-41.

Padayachee, V, Habib, A & Muchie, M 2006. Introduction: African integration and civil society. *Transformation*, 61: 1-2.

Panday, S, Reddy, SP, Ruiter, RAC, Bergström, E & De Vries, H 2007. Nicotine dependence and withdrawal symptoms among occasional smokers. *Journal of Adolescent Health*, 40: 144-150.

Peltzer, K 2006. Injury and lifestyle factors among South African Grade 8 learners in the Limpopo province. *African Safety Promotion: A Journal of Injury and Violence Prevention*, 4(3): 15-25.

Peltzer, K 2006. Personal distress and professional help seeking among black students in South Africa. *Psychopathologie Africaine*, 32(3): 319-324.

Peltzer, K 2006. Prevalence of alcohol use by rural primary care outpatients in South Africa. *Psychological Reports*, 99: 176-178.

Peltzer, K & Henda, N 2006. Traditional birth attendants, HIV/AIDS and safe delivery in the Eastern Cape, South Africa – Evaluation of a training programme. *The South African Journal of Obstetrics and Gynaecology*, 12(3): 140-145.

Peltzer, K, Mabilu, MG, Mathoho, SF, Nekhwevha, AP, Sikhwivhilu, T & Sinthumule, TS 2006. Trauma history and severity of gambling involvement among horse-race gamblers in a South African gambling setting. *Psychological Reports*, 99: 472-476.

Peltzer, K, Mmusi, S, Phaswana, M & Misi, T 2006. Lay prototypes of illness among a Northern Sotho community in South Africa. *Social Behavior and Personality*, 34(6): 701-710.

Peltzer, K, Mngqndaniso, N & Petros, G 2005. HIV/AIDS/STI/TB knowledge, attitudes and practices among lay health workers and nurses in KwaZulu-Natal, South Africa. *Africa Journal of Nursing and Midwifery*, 7(2): 17-34.

Peltzer, K, Mngqndaniso, N & Petros, G 2006. A controlled study of an HIV/AIDS/STI/TB intervention with traditional healers in KwaZulu-Natal, South Africa. *AIDS and Behavior*, 10(6): 683-690.

Peltzer, K, Mngqndaniso, N & Petros, G 2006. HIV/AIDS/STI/TB knowledge, beliefs and practices of traditional healers in KwaZulu-Natal, South Africa. *AIDS Care*, 18(6): 608-613.

Peltzer, K, Ramlagan, S & Gliksman, L 2006. Responsible alcoholic beverages sales and services training intervention in Cape Town: A pilot study. *Journal of Psychology in Africa*, 16(1): 45-52.

Peltzer, K, Seoka, P, Babor, T & Obot, I 2006. Training primary care nurses to conduct alcohol screening and brief interventions in South Africa. *Curationis*, 29(2): 16-21.

Peterman, TA, Tian, LH, Metcalf, CA, Satterwhite, CL, Malotte, CK, DeAugustine, N, Paul, SM, Cross, H, Rietmeijer, CA & Douglas, JM 2006. High incidence of new sexually transmitted infections in the year following a sexually transmitted infection: A case for rescreening. *Annals of Internal Medicine*, 145(8): 564-572.

Phaswana-Mafuya, N 2006. Health aspects of sanitation among Eastern Cape (EC) rural communities, South Africa. *Curationis*, 29(2): 1-10.

Phaswana-Mafuya, N 2006. Hygiene status of rural communities in the Eastern Cape of South Africa. *International Journal of Environmental Health Research*, 16(4): 289-303.

Phaswana-Mafuya, N & Malaka, D 2006. An illustration of the implementation of Rothman and Thomas' intervention model. *The Social Work Practitioner-Researcher*, 18(2): 193-211.

Phaswana-Mafuya, N & Peltzer, K 2006. HIV/AIDS knowledge, risk perception, stigma and support among staff in tertiary institutions in the Eastern Cape, South Africa. *African Journal for Physical, Health Education, Recreation and Dance (AJPHERD)*, 12(4): 403-425.

Phaswana-Mafuya, N & Peltzer, K 2007. HIV/AIDS workplace policies in Eastern Cape tertiary institutions. *South African Journal of Higher Education*, 21(2).

Pillay, S 2006. Thoughts on the government of death in war: The elusive search for Afghanistan's dead. *Borderlands e-journal*, 5(2): 1-8.

Reddy, V 2006. Black, gay and out/in: Interview with Utando Baduza. *Agenda: Empowering Women for Gender Equity*, 67: 93-99.

Reddy, V 2006. Decriminalisation of homosexuality in post-apartheid South Africa: A brief legal case history review from sodomy to marriage. *Agenda: Empowering Women for Gender Equity*, 67: 146-157.

Reddy, V 2006. Dedication to Ronald Louw. *Agenda: Empowering Women for Gender Equity*, 67: 3.

Reddy, V 2006. Editorial. *Agenda: Empowering Women for Gender Equity*, 67: 2.

Reddy, V & De Kadt, E 2006. Thinking about language and gender: A South African perspective. *Southern African Linguistics and Applied Language Studies*, 24(4): 417-423.

Reddy, V & Potgieter, C 2006. 'Real men stand up for the truth': Discursive meanings in the Jacob Zuma rape trial. *Southern African Linguistics and Applied Language Studies*, 24(4): 511-521.

Rehle, T, Shisana, O, Pillay, V, Zuma, K, Puren, A & Parker, W 2007. National HIV incidence measures - New insights into the South African epidemic. *South African Medical Journal*, 97(3): 194-199.

Richter, L 2006. Psychosocial support: Empathic care at the heart of psychosocial support. *Child & Youth Care Work*, 24(9): 10-11.

Richter, LM 2006. Studying adolescence. *Science*, 312(5782): 1902-1905.

Richter, LM, Norris, SA, Swart, TM & Ginsburg, C 2006. In-migration and living conditions of young adolescents in greater Johannesburg, South Africa. *Social Dynamics*, 32(1): 195-216.

Setswe, G 2006. Systemic reviews of behavioural interventions for reducing the risk of HIV and AIDS: Are we getting the evidence? *Sahara J: Journal of Social Aspects of HIV/AIDS*, 3(2): 477-481.

Shisana, O 2007. High HIV/AIDS prevalence among health workers requires urgent action: Editorial. *South African Medical Journal*, 97(2): 108-109.

Shisana, O & Louw, J 2006. Translating research into policy: The case of orphans and vulnerable children in South Africa. *Sahara J: Journal of Social Aspects of HIV/AIDS*, 3(2): 450-456.

Shisana, O, Rehle, T, Louw, J, Zungu-Dirwayi, N, Dana, P & Rispel, L 2006. Public perceptions on national health insurance: Moving towards universal health coverage in South Africa. *South African Medical Journal*, 96(9): 814-818.

Shisana, O, Simbayi, LC, Magome, K, Skinner, D, Mkabela, B, Mtero-Munyati, S, Mundondo, J, Tsheko, GN, Matlaku, T & The Southern Africa OVC Care Interventions Project Research Team. 2006. The use of implementation research networks on orphans and vulnerable children to encourage research-driven policies: The case of Botswana, South Africa and Zimbabwe. *Vulnerable Children and Youth Studies*, 11(3): 230-245.

Simbayi, LC, Kalichman, SC, Cain, D, Cherry, C, Henda, N & Cloete, A 2006. Methamphetamine use and sexual risks for HIV infection in Cape Town, South Africa. *Journal of Substance Use*, 11(4): 291-300.

Simbayi, LC, Kalichman, SC, Cain, D, Cherry, C, Jooste, S & Mathiti, V 2006. Alcohol and risks for HIV/AIDS among sexually transmitted infection clinic patients in Cape Town, South Africa. *Substance Abuse*, 27(4): 37-43.

Simbayi, LC, Kalichman, SC, Jooste, S, Mathiti, V, Cain, D & Cherry, C 2006. HIV/AIDS risks among South African men who report sexually assaulting women. *American Journal of Health Behavior*, 30(2): 158-166.

Simbayi, LC, Kalichman, SC, Strelbel, A, Cloete, A, Henda, N & Mqeketo, A 2007. Disclosure of HIV status to sex partners and sexual risk behaviours among HIV-positive men and women, Cape Town, South Africa. *Sexually Transmitted Infections*, 83: 29-34.

Simbayi, LC, Kalichman, S, Strelbel, A, Cloete, A, Henda, N & Mqeketo, A 2007. Internalized stigma, discrimination, and depression among men and women living with HIV/AIDS in Cape Town, South Africa. *Social Science & Medicine*, 64(9): 1823-1831.

Simbayi, LC, Mwaba, K & Kalichman, SC 2006. Perceptions of the combination of HIV/AIDS and alcohol as a risk factor among STI clinic attenders in South Africa: Implications for HIV prevention. *Social Behavior and Personality*, 34(5): 535-544.

Skinner, D, Tsheko, N, Mtero-Munyati, S, Segwabe, M, Chibatamoto, P, Mfecane, S, Chandiwane, B, Nkomo, N, Tlou, S & Chitiyo, G 2006. Towards a definition of orphaned and vulnerable children. *AIDS and Behavior*, 10(6): 619-626.

Southall, R 2006. Ten propositions about black economic empowerment in South Africa. *Review of African Political Economy*, 33(111): 67-84.

Stoop, W & Hart, T 2006. Research and development towards sustainable agriculture by resource-poor farmers in sub-Saharan Africa: Some strategic and organisational considerations in linking farmer practical needs with policies and scientific theories. *International Journal of Agricultural Sustainability*, 3(3): 206-216.

Strelbel, A, Crawford, M, Shefer, T, Cloete, A, Henda, N, Kaufman, M, Simbayi, L, Magome, K & Kalichman, S 2006. Social constructions of gender roles, gender-based violence and HIV/AIDS in two communities of the Western Cape, South Africa. *Sahara J: Journal of Social Aspects of HIV/AIDS*, 3(3): 516-528.

Swart, D, Panday, S, Reddy, SP, Bergström, E & De Vries, H 2006. Access point analysis: What do adolescents in South Africa say about tobacco control programmes. *Health Education Research: Theory & Practice*, 21(3): 393-406.

Thurman, TR, Brown, L, Richter, L, Maharaj, P & Magnani, R 2006. Sexual risk behaviour among South African adolescents: Is orphan status a factor? *AIDS and Behavior*, 10(6): 627-635.

Tilley, V 2006. Israel in Lebanon: The foreign policy logics of Jewish statehood. *The MIT Electronic Journal of Middle East Studies*, 6: 152-162.

Tladi, LS 2006. Poverty and HIV/AIDS in South Africa: An empirical contribution. *Sahara J: Journal of Social Aspects of HIV/AIDS*, 3(1): 369-381.

Zuma, K 2007. A Bayesian analysis of correlated interval-censored data. *Communications in Statistics – Theory and Methods*, 36(4): 725-730.

Zuma, K, Lurie, M & Jorgensen, M 2007. Analysis of interval-censored data from circular migrant and non-migrant sexual partnerships using the EM algorithm. *Statistics in Medicine*, 26: 309-319.

Journal articles non-peer-reviewed

Alexander, L, Ward, CL, Lombard, CJ & Gwebushe, N 2006. Stress in the emergency services. *Crisis Response Journal*, 3(1): 50-51.

Aliber, M 2006. Case studies of redistributed land reveal patchy results. *HSRC Review*, 4(4): 4-6.

Altman, M 2007. Making Alexandra work. *Urban Age*, 5: 5-6.

Amoateng, Y 2006. Chieftaincy and royalty in Ghana: Are we throwing away the baby with the bathwater? www.ghanaweb.com. 16 October.

Amoateng, Y 2006. On marrying, mixing and everything else: The changing face of family life in South Africa. *HSRC Review*, 4(2): 4-5.

Bénit-Gbaffou, C 2006. Policing Johannesburg's wealthy neighbourhoods: The uncertain 'partnerships' between police, communities and private security companies. *TRIALOG: Zeitschrift für das Planen und Bauen in der Dritten Welt*, 89(2): 21-26.

Breier, M & Wildschut, A 2006. The feminisation of medical schools in South Africa. *HSRC Review*, 4(4): 10-12.

Breier, M 2006. New human resources plan foresees fewer foreign doctors. *HSRC Review*, 4(2): 8-9.

Cross, C 2006. Foreign migration's impact: The skills gap? *HSRC Review*, 4(3): 12.

Davids, YD 2006. Poverty in South Africa: Extent of access to food and income. *HSRC Review*, 4(4): 16-17.

Dawes, A 2006. HSRC project with institutionalised children in Bulgaria. *HSRC Review*, 4(4): 12-13.

Erasmus, J 2006. Skills development strategies for inclusive and productive cities. *HSRC Review*, 4(3): 13.

Hart, T & Vorster, I 2006. Synergy of science and tradition can yield improved nutrition. *HSRC Review*, 4(4): 14-15.

Hemson, D 2006. The long walk: Burden of child water collection. *South African Labour Bulletin*, 30(4): 26-28.

Hemson, D & Leclerc-Madlala, S 2006. Living with rats. *HSRC Review*, 4(2): 6-7.

Heugh, K 2006. Mother tongue and bilingual education. *id21 Insights Education*, 5: 7.

Research outputs 2006/07 *continued*

Heugh, K 2006. Without language, everything is nothing in education. *HSRC Review*, 4(3): 8-9.

Kagwanja, P 2007. In conversation with Dr Peter Kagwanja. *HSRC Review*, 5(1): 8-9.

Kahn, M 2006. Blue skies above Africa. *Research Africa Comment*, 5 (online journal).

Kahn, M 2006. Blue sky II - blue skies above, everyone's in love, up a lazy river...with or without a paddle? *Innovation Analysis Bulletin*, 8(3): 10-11.

Kanjee, A 2006. Tackling the challenge of quality education. *HSRC Review*, 4(2): 11.

Kruss, G 2006. FET colleges set to become 'first choice' to skill youth. *HSRC Review*, 4(4): 6-7.

Makiwane, M & Udjo, E 2007. No proof of 'child farming' in awarding of child support grants. *HSRC Review*, 5(1): 6-7.

McGrath, S & Akoojee, S 2007. New skills policies in sub-Saharan Africa: Priority skills in South Africa? *NORRAG News*, 38: 23-25.

Miller, D 2007. South Africa as regional bully boy: African farmers protest. *South African Labour Bulletin*, 30(5): 19-23.

Mngqundaniso, N 2006. Traditional healers on board to fight HIV/AIDS. *HSRC Review*, 4(2): 3.

Modisha, G 2006. African managers: "Deep down, I know I have relatives where there is poverty". *South African Labour Bulletin*, 30(3): 14-16.

Mohlala, G 2006. Drug-prescribing habits in private surgeries and public hospitals. *HSRC Review*, 4(4): 8-9.

Muzondidya, J 2006. Makwerekwere: Citizenship, nationhood and identity among Zimbabweans in South Africa. *Britain Zimbabwe Society*, 6(4): 1-24.

Ndletyana, M 2006. Can Africans show un-African behaviour? *South African Labour Bulletin*, 30(3): 34-37.

Ndletyana, M 2006. How black is black enough?: Seeking norms for blackness and identity. *HSRC Review*, 4(2): 14-15.

Panday, S 2006. African youth charter: A benchmark for youth development in Africa. *HSRC Review*, 4(3): 3-4.

Pillay, U 2006. South Africans pin job creation hopes on 2010. *HSRC Review*, 4(2): 12-13.

Plüddemann, A, Parry, C, Cerff, P, Bhana, A, Harker, N, Potgieter, H, Gerber, W & Johnson, C 2006. Monitoring alcohol and drug abuse trends in South Africa (July 1996-December 2005). *SACENDU Research Brief*, 9(1): 1-14.

Potgieter, C, Pillay, R & Modisane, T 2006. A heavy load to carry: Women and rural transport. *HSRC Review*, 4(3): 4-5.

Reddy, V, Potgieter, CA & Mkhize, N 2007. Cloud over the rainbow nation: 'Corrective rape' and other hate crimes against black lesbians. *HSRC Review*, 5(1): 10-11.

Richter, L 2006. Psychosocial support. *ChildrenFIRST*, 10(64): 24-25.

Schwabe, C 2006. Ntabankulu, people die young. *HSRC Review*, 4(3): 6-7.

Setswe, G 2006. A quarter of a century into the epidemic: Challenges in HIV and AIDS research. *HSRC Review*, 4(3): 10-11.

Shisana, O 2006. Pursuing 'social science that makes a difference' – How the HSRC sees its mission. *HSRC Review*, 4(2): 10.

Sithole, MP 2006. Has social science been a religion?: The dilemma of sociological analysis of religion. *South African Review of Sociology*, 37(2): 308-320.

Southall, R 2006. Black empowerment, parastatals and performance. *New Agenda*, 22: 88-95.

Todes, A, Sithole, P & Williamson, A 2007. Some progress but role of women in local government often marginal. *HSRC Review*, 5(1): 4-5.

Van der Merwe, J & Van der Westhuizen, J 2006. The branding game: The role of sport in South African foreign policy. *Global Insight*, 67(1): 1-3.

Client and other research reports

Akoojee, S & McGrath, S 2006. Marketing and communication units at FET colleges: An appraisal. May.

Aliber, M, Greenberg, S & Eveleth, A, Kleinbooi, K, Lahiff, E & Tom, B 2006. Rural municipality case studies: Land reform, farm employment and livelihoods. Summary of research reports supported with funding from the National Treasury, USAID, and the Human Sciences Research Council. July.

Aliber, M & Makomane, C 2006. Farmland price trends in South Africa, 1994-2005. Commissioned by the Department of Land Affairs. September.

Aliber, M & Makomane, C 2006. Poverty trends and poverty reduction in South Africa. Commissioned by OPMAC to assist with report to the Japan Bank for International Cooperation. June.

Aliber, M, Makomane, C, Mazibuko, S & Roefs, M 2006. Establishing baseline statistics and data collection methods for the monitoring and evaluation system of the National Department of Agriculture. Report commissioned by the Department of Agriculture. July.

Aliber, M, Mosoetsa, S, Karuri, G, Moroka, T & Aihoon, K 2006. Strategic guidelines for social impact investments of the Department of Science & Technology. Commissioned by the Department of Science and Technology. October.

Aliber, M, Reitzes, M & Roefs, M 2006. Assessing the alignment of South Africa's land reform policy to people's aspirations and expectations: A policy-oriented report based on a survey in three provinces. Report for the Metagora Pilot Project. October.

Alidou, H, Boly, A, Brock-Utne, B, Diallo, YS, Heugh, K & Wolff, HE 2006. Optimising learning and education in Africa – The language factor: A stock-taking research on mother tongue and bilingual education in sub-Saharan Africa. Working document.

Altman, M 2006. Background to Employment Scenarios. August.

Altman, M 2006. Elements of employment scenario building: How do sources of job creation matter? October.

Altman, M 2006. Setting targets for unemployment reduction and employment creation. November.

Badroodien, A & Kraak, A 2006. Building FET college responsiveness: The role of linkages and programmes units. May.

Barolsky, V 2007. Gauteng Provincial Government Strategic Framework for the support of civil society: Enhancing civil society participation in policy and strategy processes. Commissioned by the Chief Directorate: Policy Development and Coordination, Gauteng, Provincial Government Premier's Office. March.

Berry, A 2006. Employment and income distribution experiences of minerals exporters and of countries achieving growth acceleration. August.

Berry, A 2006. What theory and the international experience suggest about the role of manufacturing in good employment growth for South Africa. October.

Centre for Science, Technology and Innovation Indicators. 2006. Key high level results of the National Survey of Research and Experimental Development (R&D): 2004/05 fiscal year. Commissioned by the Department of Science and Technology.

Centre for Science, Technology and Innovation Indicators. 2006. National Survey of Research and Experimental Development (R&D) (2004/05 fiscal year). Commissioned by the Department of Science and Technology.

Centre for Science, Technology and Innovation Indicators. 2006. South African country submission of 2004/05 data and information for the questionnaire on statistics of science and technology (S&T). Commissioned by UNESCO Institute for Statistics.

Centre for Science, Technology and Innovation Indicators. 2006. South African country submission of R&D data for 2004/05 to the OECD. Commissioned by the OECD.

Chipkin, I & Ngqulunga, B 2006. Review of the impact of socio-economic transformation on social cohesion in communities across society. Commissioned by the Presidency.

Chisholm, L 2006. Regional end-term evaluation report of the pilots of the school improvement program framework in Albania, Ethiopia, Malawi, Sudan and Zambia. Commissioned by Plan International, April. Confidential.

Davies, R 2006. Benchmarking the Employment Scenarios. August.

Davies, R 2006. Manufacturing employment and import dependence. October.

Davies, R 2006. Manufacturing exports and employment growth. November.

Dawes, A, Long, W, Alexander, L & Ward, C 2006. A situation analysis of children affected by maltreatment and violence in the Western Cape. Commissioned by the Research Directorate, Department of Social Services & Poverty Alleviation: Provincial Government of the Western Cape, Cape Town, South Africa. May.

Dawes, A, Long, W, Alexander, L & Ward, C 2006. A situation analysis of children affected by maltreatment and violence in the Western Cape: Executive summary. Commissioned by Research Directorate, Department of Social Services & Poverty Alleviation: Provincial Government of the Western Cape, Cape Town, South Africa. May.

Deacon, H, Simbayi, L, Prosalendis, S, Stein, J, Stephney, I, Shean, Y, Rule, S, Molefhe, S, Conradie, J, Siema, S & Mpangase, B 2006. Breaking the spirit of fear: The nature and extent of HIV and AIDS-related stigma in the Anglican Church of Southern Africa: A quantitative study. Report prepared by Human Sciences Research Council and Outsourced Insight for the Anglican Provincial AIDS Office. September.

Du Toit, R, Shunmugam, N, Roodt, J & Erasmus, J 2007. Learnership impact evaluation. Commissioned by W&RSETA. February.

Earle, N, Cosser, M, Du Toit, R & Wildschut, A 2006. Extraction of value from existing human capital instruments: Report on a study of the value to participants of their involvement in the Innovation Post-doctoral Fellowship Programme, Professional Research Development Programme, Centres of Excellence. Commissioned and funded by the Department of Science and Technology. November.

Erasmus, J & Tomlinson, R 2006. Skills development strategies for inclusive and productive cities: Toolkit. Commissioned by the Productive Cities Reference Group of the South African Cities Network (SACN). February.

Erasmus, J, Francis, S, Kok, P, Roberts, B, Schwabe, C & Todes, A 2006. State of the cities report 2006. Commissioned by the South African Cities Network, Department of Provincial and Local Government.

Erasmus, J, Tomlinson, R, Du Toit, J, Hall, E, Oosthuizen, Q, Paterson, A, Ringel, I, Roodt, J & Thaba, F 2006. Skills development strategies for inclusive and productive cities: Toolkit. Commissioned by the Productive Cities Reference Group of the South African Cities Network (SACN).

Erasmus, JC 2006. A socio-economic profile report for each of 20 Gauteng townships. Commissioned by the Directorate: Research and Analysis Gauteng Department of Public Transport, Roads and Works. June.

Erasmus, JC, Roodt, J, Hadland, AJC & Du Toit, R 2006. Skills analysis in the book-publishing subsector. Research commissioned by the Media, Advertising, Publishing, Printing and Packaging (MAPPP) Sector Education and Training Authority (SETA).

Govender, L 2006. Improving education quality through implementable policies for public educators: Final report. Commissioned by ELRC. August.

Hagg, G 2006. Arts, culture and food security in Southern Africa: Draft report. Commissioned by the South African Department of Arts and Culture. July.

Hagg, G 2006. Cultural diversity in conflict and peace making in Africa: Enhancing mediators and facilitators' contribution to conflict resolution, peace-making and peace-building in Africa. Commissioned by the Department of Arts and Culture. August.

Hagg, G 2006. Scarce and critical skills in the publishing and print media sectors. Commissioned by The Media, Advertising, Publishing, Printing and Packaging (MAPPP) SETA. October.

Hart, TGB & Vorster, HJ 2006. Smallholder potato production activities in South Africa: A socio-economic and technical assessment of five cases in three provinces. Commissioned by the Agricultural Research Council (ARC). December. Confidential.

Hart, TGB & Vorster, HJ 2006. The importance of indigenous knowledge in reducing poverty of rural Agrarian households. Commissioned by the Department of Science and Technology. May.

Hawkins, P 2006. Exchange rates, growth and unemployment. September.

Hemson, D 2007. Tools used in community appraisal. Commissioned by Water Research Council. January.

Hemson, D & Shirley, R 2007. Report on children collecting water route maps. Commissioned by Water Research Council. January.

Research outputs 2006/07 *continued*

Hemson, D & Shirley, R 2007. Report on children under five health survey. Commissioned by Water Research Council. January.

Heugh, K, Benson, C, Bogale, B & Yohannes, MAG 2007. Study on medium of instruction in primary schools in Ethiopia: Final report. Commissioned by the Ministry of Education. January.

Heugh, K, Diedericks, GAM, Prinsloo, CH & Herbst, DL 2007. Assessment of the language and mathematics skills of grade 8 learners in the Western Cape in 2006. Commissioned by the Western Cape Education Department. March.

Hoadley, U 2006. An audit of section 21 schools in Gauteng province and recommendations regarding future policy, monitoring and training. Report prepared for the Gauteng Department of Education and the Matthew Goniwe School of Leadership and Governance. August.

Human Sciences Research Council. 2006. Preliminary assessment of the impact on downstream communities as a result of the reduction in river flows: Findings of three participatory rural appraisals. Commissioned by the Lesotho Highlands Development Authority (LHDA). September.

Human Sciences Research Council. 2006. Socio-economic monitoring of the downstream areas of the Lesotho Highlands water project: A preliminary review. Commissioned by the Lesotho Highlands Development Authority (LHDA). September.

James, T, Smith, R, Roodt, J, Primo, N, Beeby, N, Fok, L, Evans, N & Moutloutsi, V 2006. Women in the information and communication technology (ICT) sector in South Africa. July.

Kahn, M, Steyn, C, Esau, S, Batatu, N, Ntakumba, S & Van der Schyff, M 2006. The HSRC knowledge management practices survey 2005. Commissioned by the Office of the President, HSRC.

Kanjee, A & Povey, J 2006. National assessment system for monitoring education quality in Eritrea: Final report. Commissioned by UNICEF, Eritrea. December. Confidential.

Keatimilwe, K & Setswe, KG 2005. Integrating HIV & AIDS issues into the environmental assessment of water projects & policies: Guideline. Commissioned by the European Union. December.

Kivilu, JM, Davids, YD, Sedumedi, SD, Rule, S, Diko, MD & Smith, GR 2006. SARS: Large-scale survey. Commissioned by the South African Revenue Service (SARS). August.

Kruss, G (2006) Towards a framework for organising academic support to improve student success in FET colleges. May.

Langa, GZ, Kivilu, JM, Mncwango, B & Diko, MD 2007. Survey on access to and affordability of Information Communication Technologies (ICT). A report compiled for the Department of Communications.

Lorentzen, J 2007. Regional and local innovation systems. Commissioned by NACI. March.

Lowitt, S 2006. Foreign tourism's contribution towards growth and job creation in South Africa. October.

Lowitt, S 2006. Sector studies and Employment Scenarios: A view of South Africa's tourism sector: Preliminary findings. August.

Lowitt, S 2007. The employment creation potential of recycling in South Africa. March.

Lowitt, S 2006. The job-creating potential of the metered taxi industry in South Africa's urban areas: Some preliminary findings. March.

Lowitt, S 2007. Translating sectoral growth into job creation: A view of South Africa's tourism industry. March.

Makgamatha, MM, Hlongwane, EM & Herbst, D 2006. Impact study of the Molteno Project Programmes: Final summative report. Commissioned by the Molteno Project, South Africa. December.

Makiwane, M & Udjo, E 2006. Is the child support grant associated with an increase in teenage fertility in South Africa?: Evidence from national surveys and administrative data. Final report. December.

Makiwane, M & Udjo, EO 2006. A quantitative study on fertility trends in South Africa, and their relationship with the introduction of child support grant. Commissioned by the Department of Social Development, Pretoria. March.

Mncwango, B 2006. Tracking the communication environment: Department of Housing: Quarter 12 report. Commissioned by the Government Communication and Information System.

Mncwango, B 2006. Tracking the communication environment: Department of Public Works: Quarter 12 report. Commissioned by the Government Communication and Information System.

Mncwango, B 2006. Tracking the communication environment: SARS: Quarter 12 report. Commissioned by the Government Communication and Information System.

Mncwango, B 2006. Tracking the communication environment: South African National Defence Force: Quarter 12 report. Commissioned by the Government Communication and Information System.

Mncwango, B 2006. Tracking the communication environment: South African National Defence Force: Quarter 15 report. Commissioned by the Government Communication Information System.

Mncwango, B 2006. Tracking the communication environment: South African National Defence Force: Quarter 16 report. Commissioned by the Government Communication Information System.

Mncwango, B 2006. Tracking the communication environment: South African Revenue Service: Quarter 15 report. Commissioned by the Government Communication Information System.

Mncwango, B 2006. Tracking the communication environment: South African Revenue Service: Quarter 16 report. Commissioned by the Government Communication Information System.

Mncwango, B & Struwig, J 2006. Department of Home Affairs: Quarter 13 report. Commissioned by the Government Communication and Information System.

Mncwango, B & Struwig, J 2006. South African Revenue Services: Quarter 13 report. Commissioned by the Government Communication and Information System.

Molotja, N 2006. How does it look? South Africa's R&D performance in relation to that of the European Union. Report prepared for the National Advisory Council on Innovation as part of the 'Tracking R&D Expenditure' study for Cabinet. August.

Morphet, T, Davids, YD, Prosalendis, S & Hadland, A 2006. "Red door" SMME development strategy impact study report. Prepared for Department of Economic Development and Tourism, Western Cape. October.

Ndletyana, M, Modisha, G, Haastруп, A, Murray, C, Sanchez, D, Sanger, N & Van de Vivier, L 2007. Assessment of the relationship between chapter 9 institutions and civil society: Final report. Commissioned by the Foundation for Human Rights. January.

Ngaleka, M, Shirley, R, Myeni, S & Mbele, T 2007. Community appraisal: Madadana village ward 20, Mbizana. Commissioned by Water Research Council. January.

Ngandu, S 2006. Exchange rate and employment project: Overview. August.

Ngandu, S 2006. Exchange rate movements. October.

Ngandu, S 2006. The impact of exchange rate movements on employment: The economy-wide effect of a rand appreciation. July.

Ngandu, S & Gebreselasie, T 2006. When might an exchange rate depreciation be growth inducing or contractionary? November.

Peltzer, K, Mosala, T, Dana, P, Mngqundanisо, N & Nqeketo, A 2006. Follow-up survey of women who have undergone PMTCT in a resource poor setting.

Peltzer, K, Mosala, T, Shisana, O, Nqeketo, A & Mngqundanisо, N 2006. Prevention of HIV from mother to child (PMTCT) in a resource poor setting in the Eastern Cape, South Africa: Baseline survey of pregnant women.

Peltzer, K, Phaswana-Mafuya, N, Mohlala, G, Ramlagan, S, Davids, A, Zuma, K & Mbelle, N 2006. Impact of the national drug policy on pharmaceuticals in two provinces in South Africa. Commissioned by the Department for International Development (DFID). September.

Peltzer, K, Phaswana-Mafuya, N, Ramlagan, S, Mohlala, G, Seager, J, Nkomo, N, Petros, G & Mbelle, N 2006. Baseline assessment: European Union partnerships for the delivery of primary health care programme in South Africa. Report compiled for European Union Partnership for the Delivery of Primary Health Care Programme in South Africa.

Peltzer, K, Ramlagan, S, Mohlala, G & Matseke, G 2007. Substance abuse trends in South Africa. Commissioned by the Department of Social Development. March.

Phaswana-Mafuya, N, Peltzer, K, Petros, G, Mpiko, S & Mohlala, G 2007. Impact of disability grant on people living with HIV/AIDS in the Eastern Cape of South Africa. Commissioned by the Eastern Cape AIDS Council.

Potgieter, C 2007. An assessment of the participation of women in industrial science, engineering and technology in South Africa. Report for Women in Industry Project. 16 February.

Potgieter, C 2007. The participatory gender audit of the Biotechnology Regional Innovation Centres (BRICS): Final report. Prepared for Biopad, CapeBio, SAASTA, Lifelab, NBN, Plantbio.

Povey, J & Kanjee, A 2006. Guidelines for monitoring and evaluating the implementation of EFA goals in Africa: Technical report. Commissioned by EFA. December. Confidential.

Povey, J & Kanjee, A 2007. Development of child-friendly schools (CFS) indicators: Final report. Commissioned by UNICEF. February. Confidential.

Prinsloo, CH, Roberts, J & Pereira, C 2006. The Mveledzandivho (knowledge creation) mid-term evaluation report. Commissioned by JET Education Services. August.

Reddy, V, Alant, B, Gengiah, S, Mji, A & Nyabanyaba, T 2006. Role of parents in their children's science, engineering and technology career choices. Commissioned by the Department of Science and Technology. May.

Richter, LM & Rama, S 2006. Building resilience: A rights-based approach to children and HIV/AIDS in Africa. Commissioned by Save the Children Sweden. May.

Rispel, L, Letlape, L & Metcalf, C 2006. Education sector responses to HIV and AIDS: Learning from good practices in Africa.

Schneider, M 2006. Strategies for skills acquisition and work for people with disabilities. Commissioned by the International Labour Organization, Geneva, Switzerland. December.

Schneider, M & Couper, J 2006. Testing a disability schedule for census 2011: Report on 26 focus groups. Commissioned by Statistics South Africa, Pretoria, South Africa. June.

Seager, J, Struwig, J, Ganyaza-Twalo, T, Viljoen, J, Aliber, M, Tilley, V & Zama, S 2006. A study of the "tourism second economy". Commissioned by the Department of Environmental Affairs and Tourism. September.

Setswe, G 2006. Review, update and definition of indicators to monitor the social impacts and other aspects of HIV and AIDS in South Africa. Commissioned by the Department of Social Development, South Africa. November.

Setswe, G 2007. Program for abstinence, faithfulness and the reduction of harmful sexual behaviors for youth and other groups (ABY) in South Africa: Results of a baseline evaluation. Commissioned by HOPE Worldwide. January.

Setswe, G, Masango, N, Mushi, K, Skinner, D, Matevha, A & Seodi, P 2006. Interventions for orphans and vulnerable children (OVC) at Tapologo HIV/AIDS project in Rustenburg, North West province. Commissioned by the Nelson Mandela Children's Fund.

Shangase, M, Pengpid, S, Peltzer, K, Henda, N, Mosala, T, Dlamini, N, Dlamini, N & Fomundam, H 2006. Traditional birth attendants and HIV/AIDS in South Africa: A trainer's manual. Commissioned by the Department of Health.

Simbayi, LC & Rehle, TM 2006. HIV/AIDS impact assessment study project: First trimester report March – July 2006. Prepared for Safety and Security Sector Education and Training Authority (SASSETA). August.

Struwig, J 2006. Tracking the communication environment: Department of Correctional Services: Quarter 14 report. Commissioned by the Government Communication and Information System.

Struwig, J 2006. Tracking the communication environment: Department of Home Affairs: Quarter 14 report. Commissioned by the Government Communication and Information System.

Struwig, J 2006. Tracking the communication environment: Departmental questions: SARS: Quarter 14 report. Commissioned by the Government Communication and Information System.

Struwig, J 2006. Tracking the communication environment: South African National Defence Force: Quarter 14 report. Commissioned by the Government Communication and Information System.

Tilley, V 2006. A study of the tourism second economy: Phase II draft report: Defining the tourism second economy. Commissioned by the Department of Environmental Affairs and Tourism (DEAT). July.

Research outputs 2006/07 *continued*

Tilley, V 2006. Successes and challenges in pro-poor tourism: New models, better results. Commissioned by the Department of Environmental Affairs and Tourism (DEAT). October.

Tilley, V & Van der Merwe, J 2006. Building "revolving door" relationships between the public service, the universities, and the private sector. Commissioned by the Department of Public Service and Administration (DPSA). July.

Tilley, V, Struwig, J, Viljoen, J, Msibi, M & Seager, J 2006. Successes and challenges in pro-poor tourism: New models, better results. Commissioned by the Department of Environmental Affairs and Tourism. October.

Todes, A 2006. Urban performance: Indicators and trends. Report to the South African Cities Network as an input to the State of Cities Report 2006. June. Confidential.

Todes, A, Sithole, P & Williamson, A 2006. Women, decentralisation and integrated development planning in South Africa: Results report. Commissioned by the International Development Research Centre (IDRC), Canada. October.

Todes, A, Sithole, P & Williamson, A 2007. Women, decentralisation and integrated development planning in South Africa: Final results report. Commissioned by the International Development Research Centre (IDRC), Canada. March.

Tregenna, F 2007. Analysing intersectoral outsourcing in South Africa. February.

Tregenna, F 2006. Issues of growth and employment concerning the manufacturing and service sectors in South Africa. August.

Tregenna, F 2007. The contribution of manufacturing and services sectors to growth and employment in South Africa. March.

Valodia, I 2006. Formal/informal linkages in South Africa: Some considerations. August.

Valodia, I, Devey, R, Dlamini, N & Lebani, L 2006. Formal-informal economy linkages: Some conceptual and empirical issues. March.

Van Zyl, JA 2006. Lesotho Highlands Development Authority: Inception report. Commissioned by the Lesotho Highlands Development Authority (LHDA). April.

Ward, C, Dawes, A, Willenberg, I, Gwele, M & Latief, S 2007. Indicators for children, families and the elderly. Report for the Research Directorate, Department of Social Development, Provincial Government of the Western Cape. March. Confidential.

Ward, C, Dawes, A, Willenberg, I, Gwele, M & Latief, S 2007. Indicators for children, families and the elderly: Executive summary. Report for the Research Directorate, Department of Social Development, Provincial Government of the Western Cape. March.

Weir-Smith, G, Govender, S, Gyamfi-Aidoo, J & Schwabe, C 2007. Catalogue of fundamental geo-spatial datasets for Africa: Project report. Prepared for Chief Directorate: Surveys & Mapping. March.



Annual Financial Statements

31 March 2007

Table of contents

Annual Financial Statements	96
Report of the Auditor-General	97
Council's report	100
Statement of financial performance	150
Statement of financial position	151
Statement of changes in net assets	152
Cash flow statement	153
Accounting policies	154
Notes to the annual financial statements	159
Report of the HSRC Audit Committee 2006/07	182
Notes	



Annual Financial Statements

31 March 2007

Introduction

The maintaining 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 for the year is the responsibility of the Council of the HSRC. The Auditors are 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 a continuous basis.

Approval and post-balance sheet events

The Council of the HSRC approved the 2006/07 Annual Financial Statements set out on pages 150 to 181 on 31 May 2007. In the Council's opinion the Annual Financial Statements fairly reflect the financial position of the HSRC at 31 March 2007 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 2007

Report of the Auditor-General

to Parliament on the Financial Statements of the Human Sciences Research Council

for the year ended 31 March 2007

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 2007, statement of financial performance, statement of changes in net assets and the cash flow statement for the year then ended, and a summary of significant accounting policies and other explanatory notes, as set out on pages 150 to 181.

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 South African Statements of Generally Accepted Accounting Practice and in the manner required by the Public Finance Management Act, 1999 (Act No. 1 of 1999) (PFMA) and section 13(3) of the Human Sciences Research Council Act, 1968 (Act No. 23 of 1958). 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) and section 13(3) of the Human Sciences Research Council 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 646 of 2007*, issued in *Government Gazette No. 29919 of 25 May 2007* and *General Notice 647 of 2007* issued in *Government Gazette No 29919 of 25 May 2007*. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance 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 controls 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 controls.
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 in accordance with the South African Statements of Generally Accepted Accounting Practice and in the manner required by the PFMA, as set out in page 154 to 158 of the financial statements.

Report of the Auditor-General

to Parliament on the Financial Statements of the Human Sciences Research Council
for the year ended 31 March 2007

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 2007 and its financial performance and cash flows for the year then ended, in accordance with South African Statements of Generally Accepted Accounting Practice and in the manner required by the Public Finance Management Act, 1999 (Act No 1 of 1999)

Other matters

I draw your attention to the following matters that are ancillary to my responsibilities in the audit of the financial statements:

10. **Non-compliance with legislation**
Adequate systems of supply chain management policies, processes and internal controls have been developed; however, several instances of non-compliance with these policies and processes have been noted.
11. **Matters of governance**
There was inadequate monitoring of controls to ensure that all policies and procedures were adhered to at all times.
12. **Special investigations completed during the year**
An investigation was conducted into a deposit and refund fraud relating to the Telkom account. The Human Sciences Research Council was defrauded of an amount of R50 790.
13. **Special investigations in progress**
A forensic audit is in progress to establish the nature and amount of payroll fraud involving third party payment.

A forensic investigation, within the SAHA research programme, is in progress with respect to travel claims.

Other reporting responsibilities

Reporting on performance information

14. I have audited the performance information as set out on pages 145 to 149.

Responsibilities of the accounting authority

15. The accounting authority has additional responsibilities as required by section 55(2) 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

16. I conducted my engagement in accordance with section 13 of the Public Audit Act, 2004 (Act No. 25 of 2004) read with *General Notice 646 of 2007*, issued in *Government Gazette No. 29919 of 25 May 2007* and *General Notice 647 of 2007* issued in *Government Gazette No. 29919 of 25 May 2007*.
17. 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.
18. I believe that the evidence I have obtained is sufficient and appropriate to provide a basis for the audit findings reported below.

Report of the Auditor-General

to Parliament on the Financial Statements of the Human Sciences Research Council
for the period ending 31 March 2007

Audit findings

19. I have not observed any matter that requires inclusion in my opinion.

Appreciation

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



AH Muller for Auditor-General
Pretoria
31 July 2007



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

Council's report

for the period ending 31 March 2007

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, 1968, No. 23 of 1968, as amended.

The following summarise some of the main functions of the Council provided in the Act:

- (a) to undertake or cause to be undertaken research on behalf of the state or any person or authority;
- (b) to advise the Minister with respect to the undertaking and promotion of social scientific research and its utilisation for the benefit of the country;
- (c) to effect coordination of research;
- (d) to cooperate with departments of state, institutions of higher education, training colleges, schools and other persons and authorities for the promotion and conduct of research;
- (e) to cooperate with persons and authorities in other countries conducting or promoting research in the human sciences; and
- (f) to 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 previous two Council's Reports (covering the periods 2004/05 and 2005/06) made mention of progress made with the redrafting of the 1968 Human Sciences Research Act. A draft Bill prepared by the Department of Science and Technology (DST) was reviewed, with inputs from the Council and other internal and external stakeholders of the HSRC, towards the end of 2004/05. This draft, which draws on the recommendations of the HSRC Institutional Review undertaken in 2003, focuses more specifically on the public purposes of the HSRC and is in keeping with the current legislative framework within which the Council operates. During 2006/07, the refinement of the draft Bill received ongoing attention. On 6 December 2006, Cabinet approved the Human Sciences Research Council Bill, thereby signalling that the legislative process to approve a new HSRC Act would start during 2007.

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 Public Finance Management Act (PFMA), No. 1 of 1999, as amended, 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 abovementioned 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.

Council's report *continued*

for the period ending 31 March 2007

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 expires on 31 October 2008.

Members of the Council during the 2006/07 period were:

Professor GJ Gerwel (*Chair*)

Ms N Gasa

Dr P Gobodo-Madikizela

Mr T Makwetu

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 25 May 2006, 24 August 2006, 23 November 2006 and 22 February 2007.

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. The 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. Following internal restructuring during 2005/06, existing delegations were updated to provide for new post descriptions such as that of Chief Operating Officer (COO). These amendments were approved at the Council meeting of 9 February 2006. Following further refinements, the most recent version of the delegations was approved by Council, by means of electronic communication agreed to in advance, on 31 March 2006.

The HSRC is listed as a national public entity under Schedule 3A of the PFMA. This classification is aligned with the public-purpose mandate of the HSRC.

Council's report *continued*

for the period ending 31 March 2007

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. A Shareholder's Compact between the Council of the HSRC and the Minister of Science and Technology was signed in May 2006.

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 plan and the business plan for 2006/07. A framework for regular reporting and a schedule containing a list of supporting documents to be submitted to DST are also included in the Compact.

Council is satisfied that the HSRC complied with the requirements of implementing and managing the Shareholder's Compact. It wishes to place on record its appreciation for the way in which the Minister and DST proceeded to honour all undertakings made in the Compact by the executive authority.

2.3.3 New policy on governance standards for SETIs

A new policy on governance standards for science, engineering and technology institutions (SETIs) was introduced by 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 Chief Executive Officers' (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 annual financial statements for 2006/07 and information regarding the forthcoming financial year, the Council has every reason to believe that the HSRC will remain a going concern:

- It continues to receive substantial Parliamentary grant funding. Its Parliamentary allocation increased from R107,5 million for 2006/07 to R160,4 million (inclusive of VAT and an allocation towards infrastructure) for 2007/08. According to current MTEF projections, this is set to increase slightly to a total of R161,2 million (inclusive of VAT and an allocation towards infrastructure) for 2008/09. The projected MTEF allocation for 2009/10 is lower, at R153,9 million (inclusive of VAT), since no provision is made for an infrastructure allocation for that year.
- In terms of funding for 2006/07, the HSRC has succeeded in raising a total amount of R245,5 million, the highest amount it has ever achieved. This amount was made up of external research income, other external income, and income from the Parliamentary grant (baseline funding plus ring-fenced funding). Once again the HSRC has demonstrated its ability to secure substantial funding from a range of external sources, to supplement funding from its Parliamentary grant.
- By mid-May 2007, the HSRC had already secured almost R90 million, some 64% of its external target of R141 million for the 2007/08 budget year. If other sources of funding, notably the Parliamentary grant allocation, are added to this amount, the total income secured to date for 2007/08 is R224 million, or 79,4% of the total income budget of R282 million for the year.
- The HSRC continues to receive rental income from the Department of Public Works, for part of the Pretoria office building.
- The statement of financial position reflects total assets of the organisation at 31 March 2007 as R156,4 million. Total current assets, at R67,0 million, exceeded its current liabilities of R62,3 million. The current ratio is then 1,07 which means that the HSRC had R1,07 in current assets to cover every R1 in current liabilities.

Council's report *continued*

for the period ending 31 March 2007

- The HSRC has continued to manage its cash flow better by accelerating collection from trade and other receivables since 2005/06. In addition, the volume of trade and other receivables has grown from 2005/06 to 2006/07, indicating an increase in external income.

2.4 Sub-committees

On 31 March 2007 the Council had four sub-committees: an Executive Committee, a Human Resources and Remuneration Committee, a Research Committee and an Audit Committee. It is envisaged that a separate Finance Committee will be established during 2007/08 to work alongside the Audit Committee that will then become the Audit and Risk Committee, and that a Governance Committee may be established once the new HSRC Act has been promulgated.

2.4.1 Executive Committee

The Executive Committee comprised the following members:

Professor GJ Gerwel (*Chair*)

Mr SM Pityana (*Chair of the Audit 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 25 May 2006, 24 August 2006, 23 November 2006 and 22 February 2007.

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*)

Professor Morrow, 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 2006.

Members of the Research Committee also participated in the 2006 Social Sciences Conference, which was held from 27 to 29 September 2006.

Council's report *continued*

for the period ending 31 March 2007

2.4.4 Audit Committee

The members of the HSRC Audit Committee are appointed for a calendar year. During 2006/07 the Audit Committee comprised two specialist external members and three members of the Council.

The specialist members were:

Mr RJ Page-Shipp

Ms R Xaba

The members of the Council on the Audit Committee were:

Mr SM Pityana (*Chair, from 16 November 2006*)

Mr T Makwetu (*Chair, until November 2006*)

Professor WE Morrow

Dr O Shisana (*President and CEO*)

The Audit Committee functions in accordance with the PFMA and associated Treasury regulations. The Audit Committee also functions as the Finance Committee of the HSRC, which is reflected in its formal terms of reference (Audit and Finance Committee Charter), adopted on 27 January 2005 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
- the external audit plan
- periodic internal audit reports
- the proposed budget for the year
- quarterly and annual financial statements
- quarterly compliance reports to DST in terms of the PFMA
- debtors' reports
- the annual external audit report of the HSRC.

The Audit 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 11 May 2006, 25 July 2006, 16 November 2006 and 15 February 2007.

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 Committee is also responsible for monitoring the scope and effectiveness of the outsourced internal audit function.

Further to a PFMA compliance review undertaken by KPMG in 2004/05, the development of a revised Code of Ethics remained on the agenda. This matter was finalised when requirements for the Shareholder's Compact entered into between the HSRC Council and the Minister of Science and Technology, were dealt with. A Code of Business Ethics for the HSRC, plus a framework for the related register of interests were developed and subsequently approved by Council. These will be implemented and updated on a regular basis.

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.

Council's report *continued*

for the period ending 31 March 2007

Under the guidance of the Audit Committee, a first strategic assessment of the HSRC's risk areas was conducted in 2001/02. The new internal audit service provider, KPMG, 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. At a key workshop facilitated by internal audit in 2005/06, executive management identified, assessed and ranked the risks that needed to be managed to achieve the mission and strategic goals of the HSRC. For 2006/07 these were:

- information technology (IT)-related risks
- negative cash flow
- fraud and corruption
- public image risks
- availability of suitably skilled staff
- supply chain management.

With specific reference to the above risks, the following received attention during 2006/07:

- The implementation of the recommendations of an earlier IT audit was monitored on a quarterly basis. A draft IT strategy document was completed in February 2006, following which a consultative process started with a view to submitting the IT strategy to the Council in May 2006. Feedback on the management of IT services that were outsourced in the course of 2005/06 also received attention. Although the selection of key risks for 2007/08 has not yet been finalised, evidence of growing confidence in the organisation's IT capacity is to be found in the much lower priority now given by executive management to this risk.
- A number of measures aimed at improving cash flow management were implemented during 2006/07. These proved to be successful: there was no stage during the year that the HSRC's cash resources were at a level low enough to cause concern. Moreover, the organisation finished the year with cash in hand of R29,3 million.
- 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 purpose of this assignment was to provide the HSRC with a comprehensive anti-fraud strategy and prevention plan, including a whistle-blowing policy and mechanism, a fraud risk register and action plans to address identified fraud risks. Aspects of the assignment were completed and implemented during 2006/07. A whistle-blowing policy, which makes provision for anonymous hotlines operated by an independent service provider, was approved by Council in February 2007. The comprehensive fraud prevention strategy, which includes a detailed implementation action plan, is expected to be approved by Council in May 2007.
- Following concerted efforts to engage with stakeholders ranging from decision-makers in government and in Parliament to higher education institutions during 2006/07, a situation has been reached that 'public image' was no longer rated by management as a significant risk. It is acknowledged that the status enjoyed by the HSRC also rests on its ability to perform outstandingly not just in respect of earnings or publications but across the broad range of dimensions that jointly make up its PAITECS commitments. This matter receives ongoing management attention.
- Of the top-ranking risks that were prioritised for attention in 2006/07, only one – the availability of suitably skilled staff – remains, by consensus, a major concern. The approach adopted to manage this risk has focused on improving the ability of the HSRC to attract and then to develop and retain such staff. A number of initiatives related to this risk received attention during the year, including the commissioning of a survey to

Council's report *continued*

for the period ending 31 March 2007

benchmark salaries in the HSRC against universities, science councils, the public sector at large, the private sector and the national labour market. The results of this survey indicated gaps at most skills levels in the organisation, and a programme aimed at eliminating these gaps over a three-year period commenced with the negotiated implementation of salary adjustments as of 1 April 2007. Other initiatives undertaken in 2006/07 included the first phase of a leadership development programme, gender sensitivity training for more than half of the staff, and further steps to reduce the pressure to earn external income. New, non-remuneration-based measures to help the HSRC to become an 'employer of choice' are to be investigated in 2007/08.

- A supply chain management (SCM) framework was implemented and reviewed on a regular basis.

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. On the appointment of an Executive Director: Finance (expected in mid-2007), which will in effect separate the roles of COO and CFO, the role of CRO and, with it, supervision of the risk management function and of the Risk Compliance Officer (RCO) will pass to the ED: Finance.

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 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 the research programmes and cross-cutting units (some attending on a rotation basis). The committee is empowered to recognise the authority of ethics committees at other institutions to approve proposals on behalf of the HSRC where necessary. 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. The REC began functioning in 2003 and successfully applied to the US 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.

In the financial year under review the REC met ten times and considered some 75 new project proposals and an additional eight extensions. Of the new applications, some 64 had been approved by May 2007, some following the incorporation of feedback from the committee and resubmission. All the applications for extension of studies were approved.

During 2006/07 the external REC members were:

- Professor Doug Wassenaar – School of Psychology, University of KwaZulu-Natal, Pietermaritzburg (*Chairperson*)
- 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

Council's report *continued*

for the period ending 31 March 2007

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 determination by the National Treasury.

Non-HSRC members of the Audit 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 executive directors (EDs) of the HSRC, in accordance with an agreement reached with the union (the Public Service Association) in 1998. During 2003/04, and prior to her becoming a member of the HSRC Council, Ms N Gasa was appointed as lead consultant for an HSRC contract project dealing with women's role in transforming South Africa. Payments made for this service during 2006/07 are reflected in Note 6 of the audited annual financial statements. The project concerned was completed in December 2006.

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 detail 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, matters that must be reported on in the Annual Report and Financial Statements, the following were specified:

- (i) any material losses through criminal conduct and any irregular expenditure and fruitless and wasteful expenditure that occurred during the financial year. 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 R0,68 million or 0,25% of the overall budget for 2006/07;
- (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.

During March 2007, it was reported to the CEO that payments normally made by the HSRC's payroll office to certain third parties had not been received by the parties concerned. While the problem reported turned out to be relatively straightforward to resolve, the investigation into the reasons for the breakdown revealed a number of additional problems relating both to systems and to capacity that required attention. To assess the extent of the problems and to gain insight into their causes, a comprehensive exercise was launched, going back to 2005. One of the preliminary findings was the discovery of a number of transactions that had taken place without the necessary authorisation. Having voluntarily written and signed a statement to acknowledge this lack of authorisation, the payroll officer in question was dismissed, and a charge was laid with the SA Police Service.

Council's report *continued*

for the period ending 31 March 2007

A forensic audit has subsequently commenced to establish the nature and extent of the fraud and to help further in identifying the deficiencies that enabled it to take place. The dismissed officer, who was released on bail, has undertaken to assist in this exercise.

Following discovery of the fraud, the payroll function was transferred from Human Resources (HR) to Finance, while the CEO has directed that the necessary control systems be established in HR as a matter of urgency.

The HSRC is satisfied that it has reliable measures in place to swiftly detect and address any such occurrences. These are reflected in its financial policies and procedures, and the ongoing process of revising and improving policies and procedures. A number of workshops with staff members took place during 2006/07 to help identify and address further possible fraud risks, and the Council-approved anti-fraud plan and implementation framework was further developed, communicated and implemented during the year.

2.9 Judicial proceedings filed during the year

Two judicial matters relating to the HSRC were dealt with during the year. In the first, judgement was passed in the High Court in favour of the HSRC in respect of a long-running dispute over the retrenchment of a former senior employee during restructuring in 2001/02. In the second, the state commenced the prosecution on four counts of fraud of a former employee who was dismissed in 2004/05. The case is still *sub judice*.

2.10 Review of the Human Sciences Research Council

2.10.1 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 overseeing 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.

Several high-level proposals and recommendations were made, addressing matters such as the following:

- engaging with stakeholders on the role and public purposes of the HSRC, towards incorporating these in a new Act to be prepared in conjunction with the DST;
- institutionalising and systematising its numerous collaborations with research partners, especially in higher education institutions;
- further extending its outreach into the rest of Africa through projects and organisational partnerships, under the New Partnership for Africa's Development (NEPAD) rubric;
- deepening and widening transformation in the organisation and its research activities, taking into account gender, disability and race and marginalised communities and individuals;
- improving its management information systems and updating its policies and procedures, and providing support to staff in relation to external earnings pressures; and
- addressing issues of data preservation, intellectual property and information sharing.

The recommendations of the Review Panel, and the Council's response to these recommendations, fed into the subsequent strategic planning process of the HSRC. In February 2004, the Council approved an ongoing process for implementing the main recommendations of the Review which was initially led by 13 task teams. These task teams progressed with putting in place plans for implementing recommendations, and the Council received regular reports on this progress at its quarterly meetings.

Council's report *continued*

for the period ending 31 March 2007

The Council's report for 2005/06 contains reference to a new strategic plan, performance objectives and institutional objectives that were introduced, adopted and implemented after the current President and CEO had taken office on 1 August 2005. The recommendations of the 2003 Review Panel were incorporated into the new strategic approach and business plan of the HSRC, as illustrated in the table below. Section 3 of this Council's Report provides more detail on organisational developments during 2006/07, also in relation to strategic objectives that had been set for the year.

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

High-level recommendation	2004 task team	New strategic priority under PAITECS	2006/07 business plan objective
Engaging with stakeholders on the role and public purposes of the HSRC, towards incorporating these in a new Act	<ul style="list-style-type: none"> • New legislation for the HSRC 	<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"> • Developing more productive relationships with higher education institutions (HEIs) • Taking forward the Science and Technology for Poverty Reduction (SATPOR) initiative 	<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"> • Assisting NEPAD 	<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"> • Research quality, impact and implementation • Balance between scholarly and earnings work • Foregrounding gender, race and disability • Building networks with collaborators and stakeholders in marginalised communities; promoting access by such communities to the HSRC's research capacity 	<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 • 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

Council's report *continued*

for the period ending 31 March 2007

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

High-level recommendation	2004 task team	New strategic priority under PAITECS	2006/07 business plan objective
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"> • Systems development • Professional development • Building project management capacity 	<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"> • Communicating research findings • Intellectual property 	<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

2.10.2 The 2006 DST review of institutional review reports of science councils

During February 2006, a review panel was appointed by the DST to review the institutional review reports for various science, engineering and technology institutions (SETIs) developed in the period 2001 to 2004. This second 'wave' of institutional reviews was intended to assess the extent to which institutions have implemented the generic and specific recommendations of the 1997/98 System-wide SETI Review and to identify universal problems with implementation and the related implications for the governance of the science and technology system.

Members of the HSRC Council and executive management team met with the 2006 Review Team on 9 February 2006. Discussions during this meeting also focused on new strategic objectives for the HSRC and the SETI environment in general. The draft report of this team was discussed with members of the Committee of Heads of Organisations of Research and Technology (COHORT). The main findings and recommendations made by this team were in agreement with principles informing organisational governance as well as strategic planning of the HSRC, and Council has already responded positively to specific initiatives from the DST that were aimed at implementing recommendations regarding good governance at institutional as well as system-wide levels.

The first meeting of the CEOs' Forum, established in accordance with the new policy on governance standards for SETIs, took place on 20 March 2007. At this meeting, the report of the system-wide review team was discussed and it was agreed that the report would help to stimulate ideas on how to improve the performance and collaboration among science councils.

2.10.3 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. The executive management team of the HSRC, consisting of the CEO, COO and executive directors of the HSRC, developed guidelines for such programme or unit reviews during 2006/07, and agreed that the purpose of these reviews would be as follows:

Council's report *continued*

for the period ending 31 March 2007

- to provide an opportunity for the restatement of research programme mandates and objectives;
- to take stock of congruence with, and progress towards those objectives;
- to assess the relevance and effectiveness of the programmes;
- to assess the impact of the programme on public policy and the community, and stakeholder perceptions of the programme outputs;
- to evaluate the scientific rigour of the programme as measured by peer-reviewed publications output;
- to test alignment with HSRC objectives and priorities such as transformation, gender equity and capacity development; and
- to 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 Child, Youth, Family and Social Development (CYFSD) research programme was the first HSRC programme to be evaluated in this way, and its review took place in February 2007.

The external review panel of CYFSD was headed by Professor Dan Ncayiyana, a distinguished scientist and advisor to the CEO of the HSRC. Other members represented national as well as international perspectives, namely:

Professor Alan Stein (University of Oxford)

Professor Wiseman Chirwa (University of Malawi)

Professor Lebo Moletsane (University of KwaZulu-Natal)

Professor Mahomed Seedat (University of South Africa)

The report of the review panel, once completed, will be considered by Council and the executive management of the HSRC, to identify appropriate responses to the recommendations. The report will also be submitted to the Minister and Department of Science and Technology. The next two research programmes to be evaluated, in 2007/08, will be Social Aspects of HIV/AIDS and Health (SAHA) and Democracy and Governance (D&G).

2.11 Self-assessment of performance

The Protocol on Corporate Governance was developed for public entities such as state-owned enterprises 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 2006/07. However, the information contained in this section (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, viz:

- composition of the Council
- Council sub-committees
- meetings of the Council
- Council mandate

Council's report *continued*

for the period ending 31 March 2007

- orientation and continuing education of Council members
- code of business conduct and ethics
- nomination and selection of Council members
- compensation of Council members
- assessment of Council performance, including assessment of the performance of individual Council members.

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 2006/07, 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 10 of this report contains an overview of such performance during 2006/07. 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 2006/07 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 new 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 researchers' conference and strategic planning *lekgotla*.

Examples of major contributions made by the HSRC Council during 2006/07 include:

- strategic engagement with the development of a new HSRC Bill;
- involvement in the development and successful implementation of the Shareholder's Compact between the HSRC Council and Minister of Science and Technology;
- adoption of a code of business ethics and register of interests;
- approval of the three-year strategic plan for 2007/08 to 2009/10 and the business plan for 2007/08, both of which are building on the new strategic direction embarked upon in 2005/06;
- monitoring of HSRC progress against stated objectives in the 2006/07 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 finances; and
- overseeing the implementation of an improved approach towards cash flow and debt management.

Matters remaining high on the agenda of the HSRC Council and management team include:

- the refinement and subsequent promulgation of a new HSRC Act, informed by careful consideration of the mandated objectives – or public purposes – of a new HSRC;
- active involvement in conducting and coordinating research, while developing new models of research collaboration in consultation with higher education institutions and other roleplayers in South Africa, other parts of Africa and abroad;

Council's report *continued*

for the period ending 31 March 2007

- 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 its research, which includes continuing engagement on how to find the most appropriate indicators for research excellence;
- 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; 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 2007/08 and beyond, and in its business plan for 2007/08, and dedicated meetings of Council or its sub-committees.

2.12 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 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 New 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 2.10, above, provides a summary of the main business objectives introduced in the three-year strategic plan for 2006/07 to 2008/09 and in the business plan for 2006/07. These business objectives are closely aligned with the recommendations of the 2003 Institutional Review Panel and were further informed by a detailed analysis of strengths, weaknesses, opportunities and threats in relation to the HSRC.

Council's report *continued*

for the period ending 31 March 2007

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. Public purpose, Africa focus, Implementation networking, Transformation, Excellence, Capacity building, and Sustainability.

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	Percentage of all research projects that are conducted for the benefit of the public
	To contribute to prioritised policy issues of national importance through the introduction of a cross-cutting policy unit	
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	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
	To retain and empower critical staff and skills in the HSRC	Attrition rate of permanent staff
		Percentage of staff trained in gender sensitivity
E Excellence	To confirm the excellence of research work by emphasising peer-reviewed publication 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)

Council's report *continued*

for the period ending 31 March 2007

Table 2: HSRC business objectives and PAITECS indicators (continued)

Performance area	Strategic business objective	Indicator
C Capacity building	To contribute to human capital development in the human and social sciences through the consolidation and expansion of research internship 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 2006/07 is reported on in Section 10 of this report. Section 3.3, below, provides an overview of how the strategic business objectives were operationalised and implemented during 2006/07.

3.2 Organisational structure

The organisational structure was realigned in 2005/06, to reflect the new strategic approach and objectives of the HSRC. At 31 March 2007, the structure of the HSRC reflected the following:

- five integrated research programmes (RPs), laying the foundation for HSRC work in undertaking, promoting and coordinating 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 interdisciplinary, problem-oriented research in these areas;
- seven cross-cutting units, intended to help mobilise and coordinate the resources, knowledge and support required to address national and institutional priorities; and
- twelve 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.

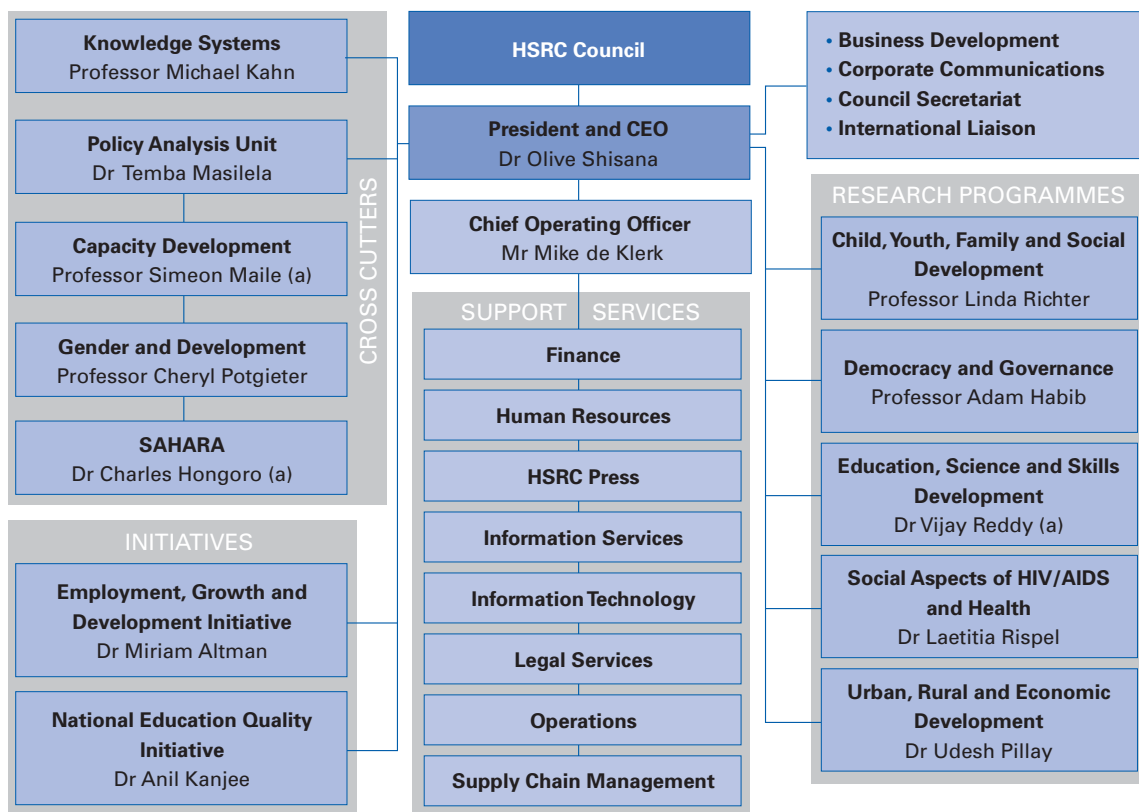
Changes in the organisational structure that took place between 31 March 2006 and 31 March 2007 evolved in the course of the year, as a result of the following:

- The Society, Culture and Identity (SCI) research programme was temporarily merged with the Democracy and Governance (D&G) research programme, following the resignation of the ED of the programme on 30 November 2006.
- The reporting lines and relationships between cross-cutting units were refined in the course of 2006/07, and following the appointment of the ED of the Policy Analysis Unit (PAU) on 1 July 2006.
- Two support functions were 'spun out' from the units where they were incubated. These include Legal Services, growing from a one-person function in the Business Development unit which focused on contract advisory and administrative services, and supply chain management, which was initially established with staff from the Finance directorate, but is required to function independently.

Council's report *continued*

for the period ending 31 March 2007

Figure 1: Organisational structure of the HSRC, 31 March 2007



By 31 March 2007, the research portfolio and associated cross-cutting initiatives were arranged as follows:

Table 3: Research programmes and cross-cutters at 31 March 2007

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	Professor Adam Habib	Pretoria
Education, Science and Skills Development	ESSD	Dr Vijay Reddy (acting)	Durban
Social Aspects of HIV/AIDS and Health	SAHA	Dr Laetitia Rispel	Pretoria
Urban, Rural and Economic Development	URED	Dr Udesch Pillay	Pretoria

Council's report *continued*

for the period ending 31 March 2007

Table 3: Research programmes and cross-cutters at 31 March 2007 (continued)

Seven cross-cutting units:			
Name of unit	Acronym	Executive director/head	Headed from
Policy Analysis Unit, currently overseeing three other cross-cutting initiatives:	PAU	Dr Temba Masilela (from 1 July 2006)	Pretoria
<i>Capacity Development</i>	CD	Prof Simeon Maile (acting)	Pretoria
<i>Gender and Development</i>	G&D	Professor Cheryl Potgieter	Pretoria
<i>Social Aspects of HIV/AIDS Research Alliance</i>	SAHARA	Dr Charles Hongoro (acting)	Pretoria
Two national initiatives:			
<i>National Education Quality Initiative</i>	NEQI	Dr Anil Kanjee	Pretoria
<i>Employment, Growth and Development Initiative</i>	EGDI	Dr Miriam Altman	Pretoria
Knowledge Systems	KS	Professor Michael Kahn	Cape Town

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

3.3 Progress made with the implementation of the 2006/07 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 2006/07 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 of each of the strategic business objectives during 2006/07:

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 2006/07.

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)

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

Planned activity	Progress made during 2006/07
Contributing to the process of discussing and finalising relevant aspects of the draft HSRC Bill, to reach agreement on mandated objectives and public purposes of the HSRC	<i>Achieved: The Bill was approved by Cabinet on 6 December 2006 and will enter the legislative process in 2007/08.</i>

Council's report *continued*

for the period ending 31 March 2007

Planned activity	Progress made during 2006/07
<p>Prioritising research dealing with issues of national importance, including poverty reduction, service delivery, HIV/AIDS, education quality, employment and growth, social and political transformation, R&D strategy support, by assigning research programmes or cross-cutting units as 'champions' or coordinators for these themes</p>	<p><i>Achieved:</i> <i>With the support of a ring-fenced allocation, the Policy Analysis Unit (PAU) was established. The areas of specialisation of the team of senior research managers and directors appointed in the PAU are aligned with the identified priority areas of research, where they will play cross-cutting roles in coordinating research involving specialists within and outside the HSRC.</i></p> <p><i>Research programmes and cross-cutters in the HSRC were designated to champion these priority areas, as follows:</i></p> <ul style="list-style-type: none"> • <i>Poverty reduction: URED</i> • <i>Service delivery: URED</i> • <i>HIV/AIDS: SAHA</i> • <i>Education quality: NEQI</i> • <i>Employment and growth: EGDl</i> • <i>Social and political transformation: D&G</i> • <i>R&D strategy support: KS</i>
<p>Supporting research in programmes that will track and monitor service delivery, and track the state of the HIV/AIDS epidemic in South Africa</p>	<p><i>Achieved:</i> <i>Within URED, a directorate for infrastructure and service delivery research undertook and coordinated a number of projects dealing with aspects of service delivery in various areas.</i></p> <p><i>SAHA undertakes and supports research to track the state of HIV/AIDS prevalence in South Africa. Findings from two collaborative national HIV Prevalence, HIV Incidence, Behavioural Risks and Communication Surveys (2003 and 2005) helped government to target actions and to monitor the impact of the Comprehensive Plan for Management, Care and Treatment of HIV and AIDS. SAHA is currently preparing for the third national survey, with support obtained from the USA Centers for Disease Control and Prevention (CDC), and the involvement of the South African Presidency and all relevant government departments.</i></p>

Selected example of impact: support for the National R&D Strategy

KS, notably with the support of a ring-fenced grant to the value of R5,5 million earmarked for work of the Centre for Science, Technology and Innovation Indicators (CeSTII), provides strategic information to government to monitor progress in implementing the national R&D strategy. During 2006/07 it further undertook an Innovation Survey; participated in a contract project to prepare the business case for the new Foundation for Technological Innovation as mooted in the 2002 national R&D strategy, and played a major role in providing both data and analysis for the Organisation for Economic Co-operation and Development (OECD) Review of the South African System of Innovation that was tabled at the meeting of the OECD Committee on S&T Policy in March 2007.

Council's report *continued*

for the period ending 31 March 2007

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

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

Planned activity	Progress made during 2006/07
<p>Establish a Policy Analysis Unit (PAU) to conduct national programme impact assessments related to key international development goals adopted by South Africa and the internationally community of which South Africa is a member</p>	<p><i>Achieved:</i> <i>Dr Temba Masilela took office as ED of the newly-established PAU on 1 July 2006. Eight new staff members were appointed, to manage, coordinate and undertake cross-cutting projects in areas of national, regional and international importance.</i></p>
<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 <p>Ensure that all research for the HSRC, which has impact on the public, is communicated to grass-roots organisations</p>	<p><i>Achieved:</i> <i>The PAU will play a key role in coordinating the Management of Social Transformation (MOST) National Liaison Committee for South Africa, under the auspices of the South African National Commission for UNESCO. The establishment of networks to promote the interaction between social science researchers and policymakers is a key strategy of MOST.</i></p> <p><i>The HSRC Press granted free usage rights to 21 different non-profit institutions during 2006/07.</i></p> <p><i>The PAU, in conjunction with CYFSD and ESSD, launched a National Youth Initiative to host policy dialogues, produce policy briefs and conduct research where gaps are evident.</i></p> <p><i>Print and broadcast media coverage of HSRC research remains an effective vehicle of communicating findings to grass-roots organisations, also in languages other than English. The advertising value equivalent of free media coverage received by the HSRC in 2006/07 was R71,9 million.</i></p>
<p>Consolidate a new initiative called Employment, Growth and Development Initiative (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><i>Achieved:</i> <i>EGDI established a core research team to undertake initial research focusing on core elements of employment scenarios.</i></p> <p><i>An implementation network was established, including a working group of experts, and senior officials from government, trade unions, and business, and a reference group of business, union and government leaders.</i></p> <p><i>To support employment policy networking, a web-based network was established, a seminar series launched, frequent roundtable events hosted, and global outreach supported through presentations at international institutions.</i></p>

Council's report *continued*

for the period ending 31 March 2007

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

Planned activity	Progress made during 2006/07
Consolidate the National Education Quality Initiative (NEQI), to capitalise on regional collaboration to develop and evaluate a systems model for improving educational quality based on evidence	<p><i>Achieved:</i> NEQI continued with work on education quality indicators as well as universal access to primary education from the perspective of impact analysis and policy analysis work.</p> <p><i>In addition, NEQI has established and is leading a consortium of four education service providers in research aimed at assisting the Department of Education (DoE) to improve the quality of reading, writing and numeracy outcomes in South Africa. The five-year project is funded by the Royal Netherlands Embassy (RNE).</i></p>
Convene social science conference jointly with AISA and engage social scientists from universities and policymakers in establishing research priorities for social sciences, thus providing leadership on social science in South Africa	<p><i>Achieved:</i> The 2006 Social Sciences Conference took place from 27 to 29 September 2006, as a collaborative venture between the Africa Institute of South Africa (AISA), the Social Science Network of South Africa (SSNSA), and the HSRC. More than 200 delegates attended the conference. Funding to co-sponsor the conference was provided by the DST.</p>

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, 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:

Planned activity	Progress made during 2006/07
Establish an International Liaison Unit in the Office of the CEO	<p><i>Achieved:</i> A Director: International Liaison was appointed towards the end of 2005/06. An office was established in Cape Town, and systems for reporting and coordinating international visits introduced. During 2006/07, specific activities were prioritised to:</p> <ul style="list-style-type: none"> • enhance HSRC involvement in bilateral science and technology agreements • support the implementation of memoranda of understanding with international partners • increase the visibility of the HSRC and HSRC research internationally, particularly in the US and Europe • support work in Africa and international engagement on social aspects of HIV/AIDS research • communicate regularly with the DST's International Cooperation and Resources section (particularly the directorate for Africa and Multilaterals) to enhance further planning and collaboration. <p><i>In addition, and at the request of the DST, a senior HSRC staff member was appointed as National Contact Point (NCP) for the socio-economic sciences and humanities, to enhance South African involvement under this theme in the seventh European Union Framework Programme for Research.</i></p>

Council's report *continued*

for the period ending 31 March 2007

Planned activity	Progress made during 2006/07
Collaborate with researchers across the African continent and create Africa-wide networks of research partners.	<i>Achieved: The emphasis on collaboration with researchers in other parts of Africa has led to the introduction of two new institutional performance targets under PAITECS, both of them requiring considerable efforts from researchers in the HSRC to achieve the reported levels of performance.</i>
Finalise the memorandum of understanding (MoU) with CODESRIA	<i>The MoU between CODESRIA and the HSRC was drafted, approved by both institutions and signed on 29 September 2006, the final day of the Social Sciences Conference, by Dr Olive Shisana (HSRC CEO) and Dr Adebayo Olukoshi (CODESRIA Executive Secretary). Areas of collaboration will focus on issues that face the continent as a whole, development of all-Africa networks, collaborative research projects, building capacity through exchange programmes and active collaboration between the publishing houses of the respective organisations with the publication, translation and dissemination of materials.</i>
Strengthen the Social Aspects of HIV/AIDS Research Alliance (SAHARA) as a vehicle to contribute to attainment of the Millennium Development Goal of halting and reversing the spread of HIV/AIDS by 2015	<i>Achieved: The SAHARA core office in South Africa as well as regional offices in Dakar, Senegal and Kisumu, Kenya have continued with coordination of the main programmatic activities, which include networking, coordinating and facilitating research activities and the identification of best practices, providing multi-media platforms for the exchange of information, and management of the SAHARA database and journal. SAHARA has developed strategic partnerships with key bodies such as UNAIDS and NEPAD, the latter formalised through a MoU. These have significantly improved SAHARA's capacity in the implementation of its mission. Collaborative research, conferences and planning workshops aimed at halting and reversing the spread of HIV/AIDS by 2015 address themes such as monitoring and evaluation, gender inequalities, male circumcision and vaccine research.</i>

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).

Council's report *continued*

for the period ending 31 March 2007

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

Planned activity	Progress made during 2006/07
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 and donor organisations)	<p><i>Achieved:</i> <i>Performance in terms of PAITECS indicators reported as at 31 March 2007 showed that more than 70% of large research projects have implementation networks; thus exceeding the target set for the 2006/07 budget year by a considerable margin.</i></p> <p><i>The reports of individual research programmes and cross-cutting units will contain examples of projects that benefited from significant involvement of stakeholders to increase the likelihood of the acceptance, uptake and implementation of research findings.</i></p>
Consult universities to build a strong coordinating and cooperative relationship	<p><i>Achieved:</i> <i>On 10 February 2006, a workshop dealing with collaboration between the HSRC and Higher Education South Africa (HESA) was organised. This was attended by 31 participants from higher education institutions. Following the workshop, a joint media statement was released indicating HSRC/HESA intention towards collaboration.</i></p> <p><i>Thus far, the HSRC has signed MoUs with the University of Cape Town (UCT) and University of South Africa (UNISA). Further MoUs are likely to be signed with universities such as the Universities of Johannesburg, Rhodes, Fort Hare, Venda and Stellenbosch. The HSRC is also pursuing collaboration with the Association of African Universities (AAU).</i></p> <p><i>A follow-up workshop between the HSRC and HESA will take place to consider the progress made with existing and new HSRC-university collaborations, and for the development of draft policy in this sphere.</i></p>

3.3.5 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

Indicator 10:

- Percentage of staff trained in gender sensitivity.

Council's report *continued*

for the period ending 31 March 2007

Other Key Performance Indicators (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:

Planned activity	Progress made during 2006/07
Increase the proportion of underrepresented groups (African and coloured) in the senior echelons of the HSRC	<i>Progress made, targets not achieved: PAITECS as well as KPI targets were set and monitored throughout the year. Progress was made even though targets were not achieved in full.</i>
Set and monitor targets	<i>In the case of representativeness at executive management level, it should be noted that these percentages were closer to the targets set in the course of 2006/07, but prior to the resignation of an African executive director on 30 November 2006.</i>
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	<i>Progress made: Gender mainstreaming training was introduced in 2006/07. The training was differentiated to address specific needs of research staff and support staff in different ways.</i>
Introduce gender sensitivity training	<i>Target achieved: The Gender and Development (G&D) unit of the HSRC facilitated the selection of appropriate service providers for gender sensitivity training in 2006/07. Two different service providers offered training courses to researchers as well as to support staff in the course of the year. In addition, the G&D unit granted recognition to staff with demonstrated prior knowledge and experience in relation to gender mainstreaming in research. The 2006/07 target for gender sensitivity training in the HSRC was met.</i>

Council's report *continued*

for the period ending 31 March 2007

3.3.6 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 (Indicator 8, Table 8)

Other 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:

Planned activity	Progress made during 2006/07
Review performance management system and its application	<i>Progress made:</i> <i>The COO and Director: HR have embarked on a process of introducing Key Performance Areas (KPIs) for all staff that are aligned with the new strategic direction of the HSRC and PAITECS indicators.</i>
Develop coaching skills of managers	<i>Progress made:</i> <i>A Leadership Development programme, initially involving the CEO, COO, executive directors and directors in the support units, commenced on 26 July 2006. Individual coaching for a number of heads of units was supported. Decisions on how best to take the progress forward, and cascade the initiative to the wider HSRC, are expected early in 2007/08.</i>
Build better relationship between management and the union	<i>Progress made:</i> <i>Towards the end of 2005/06, it was agreed that negotiations on salary adjustments would in future be finalised with a view to implementation on 1 April, rather than 1 July. The negotiations prior to the 1 April 2007 salary adjustments covered more complex issues than usual, encompassing not only the customary annual cost-of-living increase but also sliding scale-based increases to improve the HSRC's market competitiveness.</i> <i>Agreement on this matter was reached in early April 2007, with a view to implementation in the same month. The Public Service Association (PSA) commended management on the fairness and transparency of its approach. Another product of this positive relationship was the rapid, constructive response by the union to the adaptations proposed by management to the annual performance appraisal and goal-setting process to incorporate the PAITECS strategy (see above).</i>

Council's report *continued*

for the period ending 31 March 2007

Planned activity	Progress made during 2006/07
<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>Develop and implement new marketing strategy</p>	<p><i>Progress made:</i></p> <p><i>The overall goal of the new marketing and fund-raising strategy is to ensure the sustainability of the HSRC by focusing on larger, long-term grants aligned with the public purposes and strategic plan of the organisation.</i></p> <p><i>During 2006/07, the CEO, with relevant senior staff members, participated in strategic discussions with key stakeholders in government departments, Parliament and selected donor organisations, nationally and internationally.</i></p> <p><i>Significant funding applications for large and long-term research projects, led by the CEO and EDs during 2006/07, yielded successes such as the following:</i></p> <ul style="list-style-type: none"> <i>• Ring-fenced funding and further contract-based support obtained for the establishment and work of a Policy Analysis Unit</i> <i>• Appointment of an HSRC-led consortium to support research work of the Department of Labour</i> <i>• Obtaining significant funding from the US-based Centers for Disease Control and Prevention (CDC) to undertake work in the area of HIV/AIDS</i> <i>• Funding from the Royal Netherlands Embassy (RNE) to support an HSRC-led research consortium to do work on education quality.</i>
<p>Ensure that exit interviews are conducted, analyse and report on possible trends emerging</p>	<p><i>Progress made:</i></p> <p><i>All staff who have resigned from the HSRC are approached by Human Resources (HR) to request an exit interview, These interviews are conducted on a voluntary and confidential basis. Information gathered from such interviews is analysed, and incorporated into the quarterly HR report to the HSRC Council. A working group appointed to identify requirements for the HSRC to become an 'employer of choice' will also draw on information obtained from exit interviews.</i></p>

Employee wellness remains a high priority on the agenda of the HSRC. During 2006/07, massage chairs were procured and placed in the various HSRC offices to provide HSRC staff with the opportunity to relax and improve blood circulation while in the office.

The annual employee wellness day, a joint initiative of Human Resources (HR) and Corporate Communications (CC), has become a noteworthy event on the HSRC calendar. The theme for the wellness day in May 2006 was, 'Come stay well together'. Staff throughout the HSRC offices had an opportunity to find out about their HIV status, cholesterol, diabetes, and even took more time to use the newly procured massage chairs.

Council's report *continued*

for the period ending 31 March 2007

3.3.7 To confirm the excellence of research work by emphasising peer-reviewed publication 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 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' the findings of research findings, and to ensure the effective dissemination and uptake of research findings.

The following table provides an overview of a broader selection of research outputs produced by HSRC researchers and research teams during 2005/06 and 2006/07:

Table 4: Publications

Category	No. in 2006/07	No. in 2005/06
<i>All HSRC research staff</i>		
Books and chapters in HSRC books	69	119
Books and chapters in non-HSRC books	48	35
Journal articles	143	166
<i>Refereed</i>	106	116
<i>Non-refereed</i>	37	50
Research reports to clients/users	79	124
Total	339	444

Council's report *continued*

for the period ending 31 March 2007

Table 4: Publications (continued)

Category	No. in 2006/07	No. in 2005/06
<i>All research staff from SR upwards</i>		
Books and chapters in HSRC books	0,53	1,02
Books and chapters in non-HSRC books	0,37	0,30
Journal articles	1,11	1,42
<i>Refereed</i>	0,82	0,99
<i>Non-refereed</i>	0,29	0,43
Research reports to clients/users	0,61	1,06
Total	2,63	3,79

According to the information on research outputs captured in the RMS by the end of May 2007, the HSRC has not produced as many individual research products during 2006/07 as in the preceding years. A contributing factor for the lower level of performance could include the new emphasis on longer-term, large-scale research projects that might lead to fewer client reports being required during the year under review.

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

Planned activity	Progress made during 2006/07
Improve on the indicator of scientific excellence by increasing the number of publications in international, peer-reviewed journals	<p><i>Achieved:</i></p> <p><i>The indicator for publications in peer-reviewed journals was further refined. As of 2006/07, listing in the following indices would be prerequisites for journal articles published by senior research staff to be recognised under the PAITECS indicator:</i></p> <ul style="list-style-type: none"> • <i>The Sciences Citation Index of the Institute of Scientific Information (ISI)</i> • <i>The Social Sciences Citation Index of the ISI</i> • <i>The Arts and Humanities Citation Index of the ISI</i> • <i>The International Bibliography of Social Sciences (IBSS)</i> <p><i>The target for international peer-reviewed articles, per senior researcher (SRS and above), was set at 0,85 for 2006/07, and the target was exceeded by 31 March 2007. The achievement of 0,99 articles for SRS and above reflects a qualitative improvement over the performance of researchers (SR and above) during 2005/06.</i></p> <p><i>Targets were also set for researchers below the level of SRS and above. These were not achieved by the end of 2006/07 and remain a challenge for capacity development.</i></p>
Ensuring all publications emanating from Parliamentary grant funds are peer-reviewed	<p><i>Progress made:</i></p> <p><i>It was agreed at the June 2006 ED workshop that EDs would take responsibility for ensuring compliance with this indicator.</i></p>

Council's report *continued*

for the period ending 31 March 2007

Planned activity	Progress made during 2006/07
Ensure that all HSRC research programmes are reviewed	<p><i>Progress made:</i> A document to inform the general approach to the review of HSRC research programmes as well as cross-cutters was discussed and approved at the June 2006 ED workshop. The first research programme to be reviewed was CYFSD. Its review plan was discussed and approved in July 2006, and the review process completed by February 2007. The final report from the external review panel will be considered by the HSRC Council. Further programme reviews will take place in 2007/08, and the CEO has allocated budgetary support for such reviews.</p>

3.3.8 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 objectives 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 performance indicators related to human capital development across the organisation are reflected in Table 9 of Section 6 and relate to:

- the proportion of HSRC researchers (excluding interns and fieldworkers) with master's or doctoral degrees, 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).

Research staff in general are well qualified. Where support is made available for further training opportunities, the uptake is relatively uneven.

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

Planned activity	Progress made during 2006/07
Develop a focused HSRC-wide capacity-building programme focusing on staff and new researchers (grow our own timber)	<p><i>Progress made:</i> Following the resignation of the head: Capacity Development in June 2006, an acting director was appointed.</p> <p>Capacity development initiatives and approaches in different research programmes were discussed at the ED workshop so that shared learning could take place.</p> <p>A funding application for coordinated capacity development support led to the inclusion of a R7 million ring-fenced allocation towards capacity development in the 2007/08 budget allocation to the HSRC.</p>

Council's report *continued*

for the period ending 31 March 2007

3.3.9 To ensure the financial sustainability of the HSRC

Performance indicators:

Table 8, 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 relevant to this strategic business objective, are reflected in Table 9, Section 6. These include:

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

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

Planned activity	Progress made during 2006/07
Finalise and implement new marketing strategy	<p><i>Achieved:</i></p> <p><i>The overall goal of the new strategy which was jointly developed by the directors: Business Development and Corporate Communications, is to ensure the sustainability of the HSRC by focusing on larger, long-term grants aligned with the public purposes and strategic plan of the organisation. Three main objectives were identified, namely</i></p> <ul style="list-style-type: none"> • <i>growing the Parliamentary grant</i> • <i>improving access to public funds (national and international)</i> • <i>securing grants from selected donor organisations.</i> <p><i>The CEO plays a cardinal role in presenting a coordinated view of the HSRC to potential donors and international funding agencies. To support the integrated implementation of this strategy, the revised structure of the regular research business meetings (RBMs) provides specific focus on information sharing and the coordination of stakeholder relations at local and international levels. New appointments in the Business Development unit and the strengthening of the International Liaison unit provided more focused corporate support for the HSRC marketing and fund-raising strategy.</i></p>
Ensure economic and financial sustainability of the HSRC by securing multi-year research grants	<p><i>Achieved:</i></p> <p><i>By 31 March 2007, more than 40% of external research grant funding to the HSRC was reported to be derived from multi-year grants</i></p> <p><i>To complement multi-year grants received in the form of ring-fenced funding from the Parliamentary grant allocation to the HSRC, the HSRC secured a number of new large externally-funded projects during 2006/07 to support research and research coordination over several years. Table 5 in Section 4 provides an overview of the top twenty large-scale projects registered during 2006/07.</i></p>

Council's report *continued*

for the period ending 31 March 2007

Planned activity	Progress made during 2006/07
Seeking increased levels of Parliamentary funding or ring-fenced financial support from government departments	<p><i>Achieved:</i> <i>The HSRC submitted its Medium-Term Expenditure Framework (MTEF) proposal to DST towards the end of July 2006. This submission contained a motivated case for ongoing support of HSRC research programmes and existing ring-fenced activities. In addition, specific requests were prepared in relation to the need to strengthen capital and infrastructural investment in the HSRC, and for research and capacity building activities that are specifically aligned with the Accelerated and Shared Growth Initiative of South Africa (AsgiSA).</i></p> <p><i>During 2006/07, the CEO, accompanied by relevant EDs, met with Directors-General in the various government clusters to identify areas of shared interest, with a view to common strategic planning and coordination of research activities.</i></p>

Council is satisfied that the HSRC remained committed to objectives set in the strategic and business plans guiding its work during 2006/07. Quantifiable performance indicators highlighted under PAITECS received attention alongside ongoing work to support strategic business objectives outlined in the 2006/07 business plan of the HSRC.

4. Other matters of importance

4.1 Finances and sustainability

During the 2006/07 financial year the HSRC achieved an overall turnover of R245,5 million (2005/06: R217 million). This is the highest turnover that the HSRC has achieved in its history, and represents an increase of 13,1% or R28,5 million from the previous financial year. However, compared against the budget for 2006/07, this is 10% or R27,5 million under the budgeted income of R273 million.

Reasons for the variance of 10% are the following:

- Two units (SCI and CD) failed to meet their external income targets, accounting for the major portion of the shortfall, namely R11,6 million. Both of these units experienced changes in leadership in the course of the year.
- Several of the other units missed their external income targets by smaller amounts, nevertheless accumulating a combined shortfall of R10,6 million.
- There was a double count of R5 million as income in the budget approved for 2006/07.

Savings and increased external income earnings in the rest of the organisation helped to address the shortfall in external income. Following the resignation of the ED of SCI, the programme was transferred to the D&G research programme, until such time as a decision has been made on the most viable approach and structure(s) to support humanities research in the HSRC. Work undertaken by the Capacity Development unit will for the foreseeable future, as of 2007/08, be funded with the support of a ring-fenced Parliamentary grant allocation.

External research income earned by research programmes and cross-cutters amounted to R124,6 million (excluding ring-fenced funding) for 2006/07. The comparative amount for 2005/06 was (R113,8 million – R117,3 million if the ring-fenced amount is added).

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 commenced the

Council's report *continued*

for the period ending 31 March 2007

2005/06 and 2006/07 financial years with more than half of the target for external research earnings already under contract, and is entering the 2007/08 financial year with almost 63% of its external earnings already secured in the form of signed contracts.

Table 5 below provides an overview of the 'top twenty' research projects in terms of total expenditure for the year, with an indication of funding obtained from external sources, the HSRC Parliamentary grant, and ring-fenced allocations.

Table 5: Top 20 research projects, 2006/07

Project title	External funder	Parliamentary grant R'000	Ring-fenced R'000	External R'000	Total R'000
OVC project : 3 countries (Botswana, SA and Zimbabwe)	WK Kellogg Foundation			7 440	7 440
Birth to Twenty study	Wellcome Trust			7 425	7 425
Department of Labour critical research projects	Department of Labour			7 018	7 018
Study on Global Ageing and Adult Health (SAGE)	World Health Organisation			5 809	5 809
Project Accept	University of California			5 262	5 262
Research and Development (R&D) Survey	Department of Science and Technology	1 539	2 028		3 567
SAHARA Resource Network: CIDA	Canadian International Development Agency (CIDA)			3 463	3 463
CeSTII Development	Department of Science and Technology	482	1 891	1 027	3 400
The Client Survey	South African Revenue Service (SARS)			3 184	3 184
Safety and Security Sector Education and Training Authority (SASSETA)	SASSETA			2 902	2 902
Teacher Education	Ambassade van het Koninkrijk der Nederlanden (Royal Netherlands Embassy)	529		2 340	2 869
Innovation Survey	Department of Science and Technology	1 178	1 581		2 759
DFID Bridging Funds	Department for International Development			2 751	2 751
Race and Redress	Ford Foundation	868		1 817	2 685
SAHARA resource networking	Ministerie van Buitenlandse Zaken (Dutch Ministry of Foreign Affairs)			2 612	2 612
Socio-economic and Epidemiology Survey: Lesotho Highlands Water Project: Phase 1 Dams	Lesotho Highlands Development Authority			2 549	2 549
Western Cape Education Department Grade 8 Learner Assessment	Western Cape Education Department	30		2 498	2 528

Council's report *continued*

for the period ending 31 March 2007

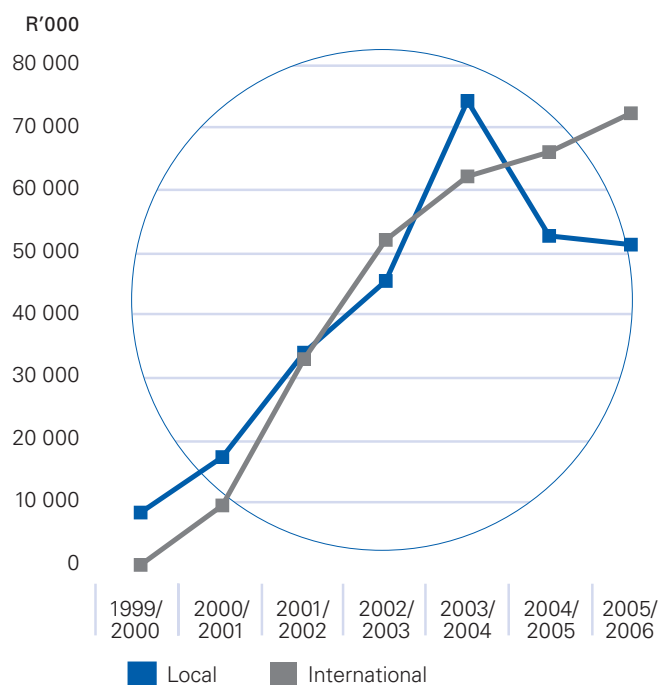
Table 5: Top 20 research projects, 2006/07 (continued)

Project title	External funder	Parliamentary grant R'000	Ring-fenced R'000	External R'000	Total R'000
Tracking Public Research and Development Expenditure study	National Advisory Council on Innovation (NACI)			2 050	2 050
Phaphama 2 – Theory-based behavioural risk reduction intervention project in 3 clinics	National Institute of Mental Health			1 936	1 936
The Collaborative HIV/AIDS and Adolescent Mental Health Project (CHAMP)	National Institute of Mental Health			1 703	1 703
Total		4 626	5 500	63 786	73 912

The table further illustrates the broad range of the HSRC's funding base. Government departments, civil society as well as international and South African foundations are included in the impressive list of top HSRC research funders for the year under review. 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 increase in foundation and international competitive grants is also reflected in the proportion of the HSRC's support from international sources that has risen over recent years. This extends the science and technology (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. The grey line in Figure 2 below shows how the level of external income from international sources has risen over the last seven financial years.

Figure 2: Local and international sources of external research funding



Council's report *continued*

for the period ending 31 March 2007

With regard to Parliamentary grant allocations, Table 6 below as well as Note 2 to the Annual Financial Statements of the HSRC show the net effect of adjustments for deferred income in relation to depreciation costs, for 2005/06 and 2006/07. 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

	2006/07	2005/06
	R'000	R'000
Parliamentary grant received	96 214	84 458
Plus: Net adjustment in respect of deferred income	765	672
Parliamentary grant as per statement of financial performance	96 979	85 130

The HSRC received R12,3 million additional funding from National Treasury for the Value-Added Tax (VAT) liability incurred by the HSRC during the 2006/07 financial year due to changes in the VAT legislation. These changes made the transfer payments received from the DST taxable, at a 14% VAT rate. The actual VAT liability of the HSRC was in fact R14,7 million. The shortfall of R2,4 million was jointly financed by the HSRC and DST, with DST agreeing to pay R1,6 million of the shortfall. All information in the financial statements of the HSRC is reflected net of VAT.

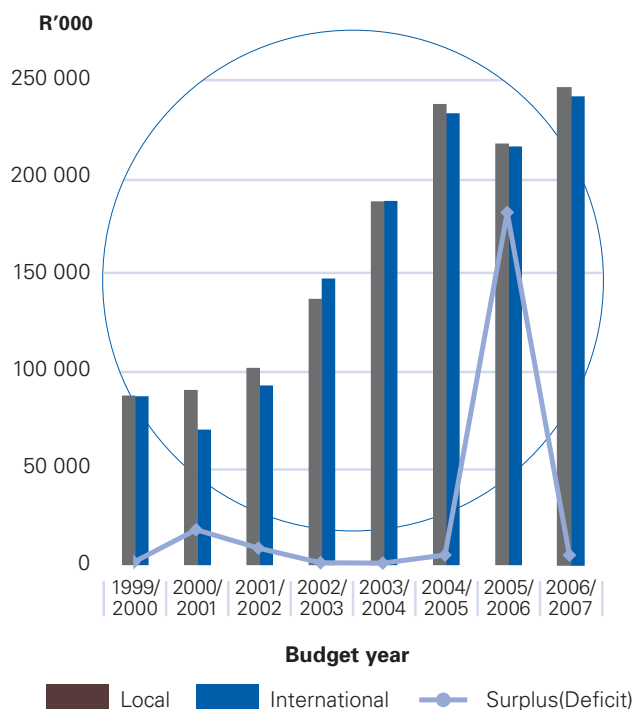
Overall expenditure in 2006/07 was R240,2 million (R215,4 million in 2005/06) which represents an 11,5% increase. This resulted in a surplus of R5,2 million for 2006/07, compared to the adjusted surplus of R2,7 million at the end of 2005/06. The R6,7 million is divided into two amounts: An amount of R5,4 million was created with the recalculation of asset values following the introduction of new International Financial Reporting Standards (IFRS) requirements on the depreciation of assets. This amount will be moved to general reserves to provide for future depreciation of these assets. The other amount, R1,2 million, is the actual surplus, which will be utilised to cover costs of refurbishing the Cape Town office in 2007/08, if permission is obtained to retain the surplus.

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

Council's report *continued*

for the period ending 31 March 2007

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



Employee cost, R121,1 million (2005/06: R112,6 million), the largest cost component, increased by 7,5% in 2006/07. 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 151 shows that the HSRC had total assets of R156,4 million at 31 March 2007 (R129,8 million at 31 March 2006), of which current assets were worth R67,0 million (2005/06: R39,3 million). The current liabilities are R62,3 million (2005/06: R40,2 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 of its report.

More detailed financial information, including extensive notes, can be found in the audited annual financial statements appended to this report.

4.2 Human resources and transformation

As a knowledge-intensive research organisation (KIRO), 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

Council's report *continued*

for the period ending 31 March 2007

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 key performance indicators reflected in Table 9, Section 6 of this 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 and administrative staff at all levels.

In accordance with other compliance reports prepared by the HSRC, this Council's Report will focus on 'permanent' staff on the payroll of the HSRC at 31 March 2007. 'Permanent', in this context, refers to staff who are appointed for an indefinite period, or for a fixed period of at least 12 months. Other categories of persons on different payrolls of the HSRC are persons appointed on short-term contract (less than 12 months) and those appointed to undertake specific assignments (for instance, a fieldworker for a specific survey project or an academic appointed to review a draft report). Where relevant, particularly where relevant to specific objectives listed under PAITECS, information on persons appointed for a shorter period of time (e.g. some of our visiting African research fellows) will be 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 2007, some 53 persons were working on short-term contract assignments for the HSRC, over and above the approximately 360 persons already employed by the HSRC in a more permanent capacity. The majority of these short-term contract workers, as reflected on 31 March 2007, were African (15 male and 12 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 360 staff members on permanent payroll at 31 March 2007, the following broad trends are noteworthy:

- The largest single staff category remains research, with 165 researchers, 132 administrative staff members and 63 research technical staff on payroll. Comparative figures for 2005/06 were 152 researchers and 128 administrative staff members. The HSRC has thus shown net growth in terms of staff members between 2005/06 and 2006/07.
- Research staff at the level of SRS or above has increased slightly from 72 in 2005/06 to 75 in 2006/07.
- The HSRC operates from offices in Pretoria (216 staff members), Cape Town (86 staff members) and Durban (57 staff members). It also has a research presence in Port Elizabeth.
- Real progress was made in relation to overall staff representativeness, as shown in Table 7, Figure 4 and Figure 5, below.

Table 7: HSRC staff composition according to race and gender composition, 31 March 2007

	African %	Coloured %	Indian %	Subtotal: Black %	White %	Total ∞%
Female	29,4	8,9	3,3	41,7	18,1	59,7
Male	21,9	3,9	3,3	29,2	11,1	40,3
Total	51,4	12,8	6,7	70,8	29,2	100,0

The HSRC is a predominantly black organisation, and for the first time in history African staff members comprised the majority at 51,4%. African females comprise the single largest employee category in the HSRC, followed by African males.

Council's report *continued*

for the period ending 31 March 2007

Figure 4: Female employees in employment levels, 2004/05 to 2006/07

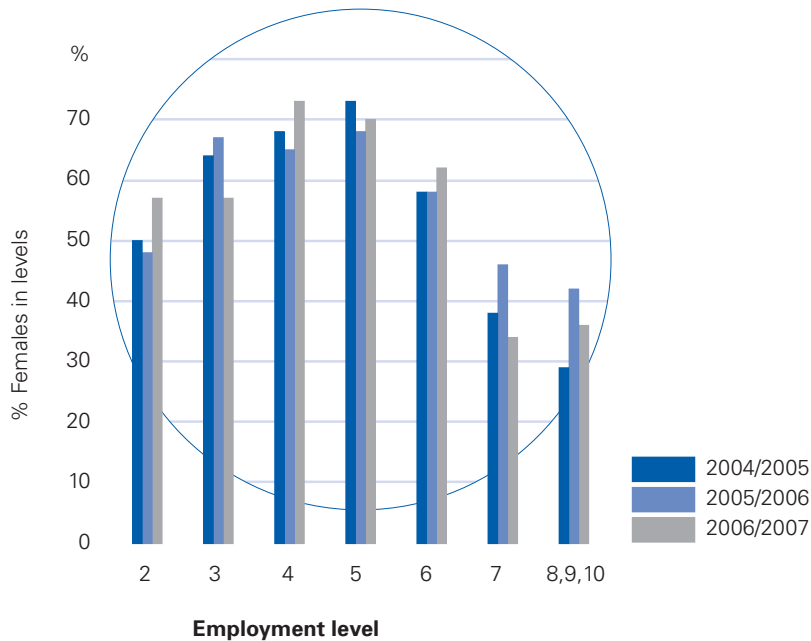
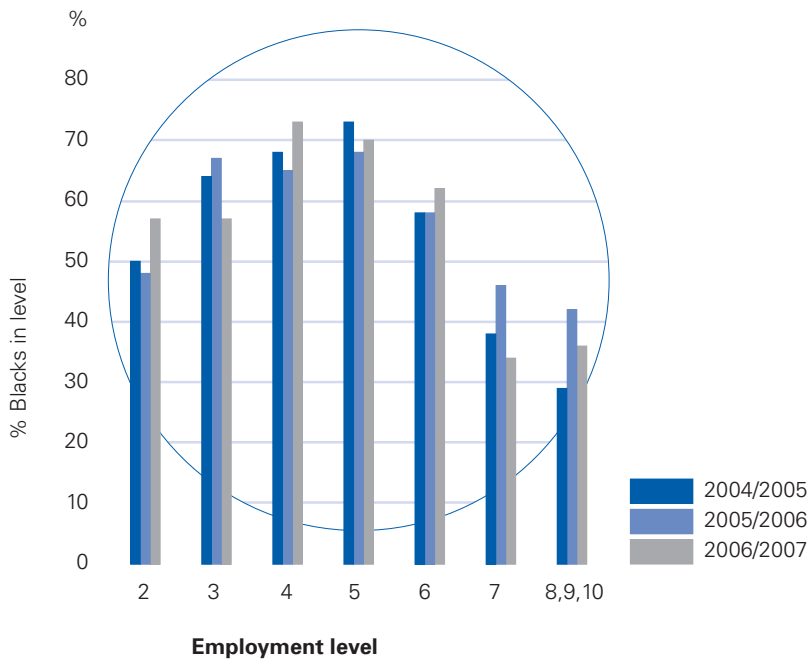


Figure 5: Black employees in employment levels, 2004/05 to 2006/07

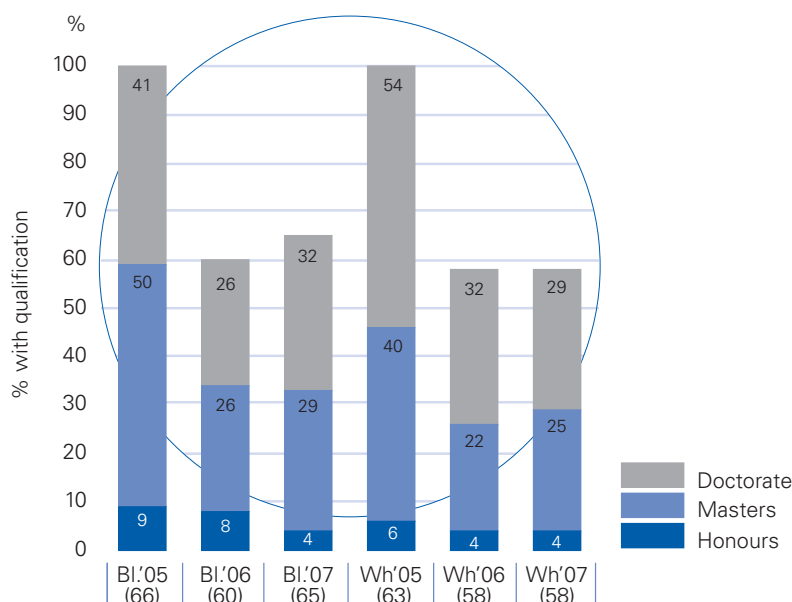


In terms of representativeness of research staff (excluding research interns) it is noteworthy that black researchers (65) are now outnumbering white researchers (58) overall, and that black researchers with PhD degrees (32) now outnumber white researchers with the same degree (29). These trends are shown in Figure 6, on page 137.

Council's report *continued*

for the period ending 31 March 2007

Figure 6: Proportions of researchers with master's or doctoral degrees



Appointments, resignations and transfers of senior staff at the level of ED and above include the appointment of Professor Sinfree Makoni, on 16 May 2006, and Dr Temba Masilela, on 1 July 2006. Professor Makoni was appointed as ED of the Society, Culture and Identity (SCI) research programme and Dr Masilela as ED of the PAU cross-cutter. Professor Makoni subsequently resigned on 30 November 2006. This led to the decision to merge the SCI research programme with D&G, at least until such time as a formal decision has been made about how best to prioritise and mainstream humanities research in the HSRC. Dr Vijay Reddy took over as acting ED for the ESSD research programme on 1 April 2006, after the five-year contract period as ED of Dr Andre Kraak had expired. Dr Kraak remained in the ESSD research programme, as a research director. Dr Romilla Maharaj, ED responsible for CD, resigned on 30 June 2006, and internal arrangements were made to fill the ensuing vacancy until such time as a suitable replacement could be recruited.

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, Section 6 of this report.

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 four 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.

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.

Council's report *continued*

for the period ending 31 March 2007

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.

The establishment of a cross-cutting Gender Development unit will help to 'mainstream' gender considerations in the HSRC's research activities and organisational-development priorities.

Participatory approaches in the conception, implementation and dissemination stages of research enable researchers, where it is 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 dissemination 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 decisionmakers, including Parliamentary Portfolio Committees, also remains a priority.

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. Community-based research focusing on service delivery, undertaken in the URED research programme, led to the development of training materials that have subsequently been submitted for accreditation by the ETDP-SETA.

In commemoration of the World AIDS Day, all HSRC staff showed *Ubuntu* spirit when they collected over 300 gifts, bought from their own resources, which were given to three NGOs, the Tapoloo Orphans & Vulnerable Children (OVC) project in Rustenburg, the Khumbulani Home in Khayelitsha and the Lily of the Village in Mophela near Eston in KwaZulu-Natal. Organisations that were identified as recipients of gifts collected by staff were identified as such by researchers working at community level in the area of HIV/AIDS research.

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).

Council's report *continued*

for the period ending 31 March 2007

- 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 Services 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.
- 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 anti-retroviral 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 2006/07.
- On the environmental side, energy-saving initiatives are in place in the large Pretoria building, as well as paper recycling. The use of the videoconference centre and telecommunication facilities is reducing the need for air and surface travel, savings that also contribute to a cleaner and safer environment.

4.3.2 Publishing

Overview of the HSRC Press

The HSRC Press is a 'public benefit' publisher of publications emanating from the Council's research activities and other research-based works of exceptional quality. Deriving its mandate from the Council's obligation to disseminate its research and support humanities and social science scholarship, it is an important element of the Council's drive to become a 'knowledge hub' and further its public purpose orientation.

The Press is a not-for-profit publisher employing 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 on an Open Access basis.

Editorial board

Quality control of published book manuscripts is managed by an independent editorial board. The board comprises members of the HSRC and external academics, representing a broad range of research expertise in the social sciences and humanities.

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 financial year under review 88 potential book publications were submitted to the board, of which 15 have been accepted for publication. During the previous year 43 submissions were considered and 17 accepted for publication. In line with the Council's strategy of capacity building, the board assists in the development of some publications by providing practical guidelines for revision and supporting authors in developing a publishable manuscript. Currently seven manuscripts are under revision.

Outputs

During the 2006/07 financial year the Press produced a total of 39 publications with 11 in production at year-end. This comprises a mix of research monographs, occasional papers and books. During the previous financial year the Press produced 59 publications, with 21 in production at year-end.

Dissemination

For the financial year, 13 529 copies of printed publications were sold, an increase on the 10 951 sold in the previous year. In addition to purchased copies, 27 408 publications were given to stakeholders. Therefore over 30 000 copies of the year's output have been disseminated.

Council's report *continued*

for the period ending 31 March 2007

The download of free electronic copies increased to 46 109 from 30 905 of the previous year. Browsers reading online increased to 316 843 from 222 706. The regions that showed the largest increase in electronic usage are respectively Kenya, India, Argentina and Nigeria.

In line with the dissemination mandate of the HSRC Press, it granted free usage rights to 21 different non-profit institutions over the year. This includes 13 higher education institutions, where HSRC output was generally incorporated into course readings, thus infusing current research into university curricula. When considered in addition to rights granted over previous years, this amounts to a significant contribution to the social science and humanities academic landscape. Other institutions to which the Press contributed free publishing rights include Oxfam, South African Library for the Blind to produce a Braille edition of a key text on disability in South Africa, and Hokkaido Red Ribbon Africa Support to produce Japanese editions of two HIV/AIDS-related publications.

The Press held 40 launches or exhibits over the year, a significant increase from 21 held the previous year.

Internship programme

The Press continued its publishing internship programme administered by the Publishing Association of South Africa (PASA). The year-long programme is sponsored by the MAPPSETA and run in collaboration with the University of Pretoria and University of the Witwatersrand, who provide off-site training as well as monitoring and assessment.

Nationally, 30 interns who are younger than 30 years old, black and currently unemployed are selected by PASA. The Press accommodated two interns for 2006/07.

Publishing awards

One of the Press' publications won the Concepts and Methods Award from the International Political Science Association and the Conceptual Innovation in Democratic Studies Award from the Centre for Economic Research and Teaching.

Other titles were nominated for the Alan Paton Award, Noma Award and African Politics Conference Group Award in the USA.

4.3.3 Corporate Communications

Corporate Communications 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 the enhancement of the website into a web portal.

One of the highlights of the past financial year was the development of a corporate identity manual, which formed the basis for the redesign of all corporate material, among others, a new HSRC brochure. The corporate identity manual also allowed Corporate Communications to re-establish and strengthen the HSRC brand. In turn, this allowed for the redesign of the new HSRC web portal.

This unit played a major role in developing the content architecture of the new portal, and following the appointment of a project manager, was progressively drawn into the fast-tracking of the web portal project, which was by then long overdue. The website was successfully launched at an event organised by Corporate Communications and attended by nearly 200 members of staff.

Council's report *continued*

for the period ending 31 March 2007

The *HSRC Review*, a quarterly news bulletin which is now entering its fifth year, was also redesigned to give it a fresh new look. 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 close to 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 advertising value equivalent (AVE), which is the monetary value attached to the free media publicity, of R71,94 million for both broadcast and print media compared to R70,44 million in 2005/06.

During the last few years, HSRC research has become imbedded in 'media memory' as source documents, frequently quoted whenever certain topics come up for discussion. These publications all have certain elements in common: they are rich in data and information; they address issues of critical importance to the country; they are groundbreaking work; and they contribute towards a better understanding of the South African society.

The theme for the annual wellness day was, 'Come stay well together'. Staff throughout the HSRC offices had an opportunity to find out about their HIV status, cholesterol, diabetes, and even took more time to use the massage chairs.

During the year under review Corporate Communications produced an induction video for new staff members for Human Resources, supported numerous colloquia, conferences, workshops and other events such as DST's 2006 Insite exhibition, the Toronto AIDS Conference where the HSRC brand was quite visible at an exhibition booth, contributed to a DST coffee book table on projects in Africa, and participated in the DST exhibition at the Rand Easter Show.

Support to research programmes and other departments in the HSRC increased tremendously through database support, graphic design (posters, brochures and pop-up banners).

There was an increased internal communication drive with the *CEO note* which is more personalised and informal. Corporate Communications ensured that major communiqués were sent through the *CEO note* in order to lend breadth and depth to the message. There was positive feedback, particularly to informal messages, like the year-end note by the CEO. In addition a number of events were arranged which facilitated staff interaction, such as the year-end functions and the happy hour events.

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

- The new HSRC Bill entered the legislative process. On 19 June 2007, the Bill was introduced to members of the Portfolio Committee for Science and Technology. The Committee discussed and adopted the Bill on 26 June 2007.
- The updated Shareholder's Compact, to cover the 2007/08 budget year, was signed on 17 May 2007.

Council's report *continued*

for the period ending 31 March 2007

- The Audit and Finance Committee of Council was divided into two committees, an Audit and Risk Committee and a Finance Committee.
- A meeting of the Research Committee of Council took place on 24 May 2007. Matters discussed included the position of the humanities in the HSRC; an approach to undertaking research on violent crime; and the identification of appropriate and reliable measures of research excellence to complement the current indicator on peer-reviewed journal articles.
- A meeting between the HSRC and strategic development partners, notably from the private sector, large foundations and international development agencies, took place on 18 May 2007. Areas of common interest, potential collaboration and mutual support were identified.
- Preparations for the programme reviews of D&G and SAHA continued.
- Senior appointments and resignations: Appointment of a new ED: Finance and ED: ESSD, appointment of a new Acting Director: IT for a two-year period, and the resignation of the ED: D&G
- HR matters: Introduction of Deputy ED position, and a new retirement policy, both to provide for succession planning, capacity development.

6. Achievement of performance targets

Performance targets for 2006/07 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 2006/07. 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, 2006/07

Indicator	Target: 31 March 2007	Performance 31 March 2007	Additional comments
P 1 <i>Public purpose:</i> Percentage of all research projects that are conducted for the benefit of the public	80%	91,9%	This target has been met
A 2 <i>Africa focus:</i> 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	30%	33,3%	This target has been met
3 Number of African research fellows at the HSRC	12	4	This target has not been met
I 4 <i>Implementation networking:</i> Percentage of large research projects with implementation networks	40%	70%	This target has been met and exceeded by a wide margin

Council's report *continued*

for the period ending 31 March 2007

Table 8: PAITECS targets and performance, 2006/07 (continued)

Indicator	Target: 31 March 2007	Performance 31 March 2007	Additional comments
T <i>Transformation: Equity and representativeness:</i>			
5 Percentage of all researchers at senior level (SRS and above) who are African	37,8%	25,3% (19/75)	This target has not been met Please note: Overall representativeness of black SRS and above has improved to 45,3% in March 2007
6 Percentage of all researchers at senior level (SRS and above) who are coloured	8,9%	10,7% (8/75)	(This indicator is a function of 5, 7 and 8)
7 Percentage of all researchers at senior level (SRS and above) who are Indian	6,7%	9,3% (7/75)	(This indicator is a function of 5, 6 and 8)
8 Percentage of all researchers at senior level (SRS and above) who are white	46,6%	54,7% (41/75)	(This indicator is a function of 5, 6 and 7)
9 Attrition of permanent staff at the HSRC	12% maximum	11,3%	This target has been met
10 Percentage of staff trained in gender sensitivity	50%	57,2% (206/360)	This target has been met
E <i>Excellence:</i>			
11 Peer-reviewed publications in an international journal, per senior researcher (SRS and above)	0,85	1,11	This target has been met and exceeded by a wide margin
12 Peer-reviewed publications in a recognised journal per junior researcher (RS and lower)	0,45	0,35	This target has not been met
C <i>Capacity building:</i>			
13 Number of interns enrolled in a Master's programme	35	29	This target has not been met (6 less than target)
14 Number of interns enrolled in a PhD programme	20	20	This target has been met
15 Number of post-doctoral fellowships	10	4	This target has not been met (6 less than target)
S <i>Sustainability: Contracts and grants obtained:</i>			
16 Percentage of grants that are extra-Parliamentary	60%	63,8%	This target has been met
17 Percentage of all grants that are multi-year (at least three years)	35%	46,2%	This target has been met

Out of fourteen different PAITECS indicators, nine were met or exceeded.

Council's report *continued*

for the period ending 31 March 2007

Table 9 on pages 145 to 149 contains a slate of detailed performance indicators and associated targets. Some of these detailed targets have been set for the first time for 2006/07, and some of them 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 the exception of the targets set for staff currently enrolled towards further studies.

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 2005/06. Notable reasons for under-performance in two units of the HSRC have been identified and will be addressed in 2006/07. 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 is making notable progress in terms of overall staff representativeness. Challenges remaining at senior research and executive management levels are also related to the realities of supply and demand in a limited labour market. The HSRC nevertheless remains committed to meeting and exceeding targets for representativeness in terms of race, gender and disability at all levels and in all categories of staff. Specific management initiatives introduced to address challenges in this regard will relate to capacity development: renewed focus on research internships and staff development programmes: career pathing and the intention to appoint deputy executive directors in some units as of 2007/08.
- Appointment of specific categories of staff, including African research fellows, research interns and research fellows. These matters will receive concerted attention from the outset of 2007/08.
- Publications other than peer-reviewed journal articles: In some instances, the drop in number of publications (e.g. fewer client reports) may be explained in the light of fewer short-term, small, consultancy projects being undertaken. In other instances, the greater emphasis placed on publications in peer-reviewed journals might have impacted negatively on the publication of books and book chapters. Reasons for lower levels of publications will be identified in 2007/08 so that indicators and targets can be refined in 2008/09, to reflect strategic priorities of the HSRC.
- Human capital development in the form of current involvement in formal studies at university level: It should be noted that the percentage of research staff with Master's or doctoral degrees is already high. Staff in research and support units are also involved in capacity development and training opportunities that are not necessarily captured under the indicators used for this report. It is expected that indicators and performance targets for this form of staff development may be further refined in future.

In general, Council remains confident that the HSRC has the necessary capacity and commitment to deliver on its mandated objectives, also when the new HSRC Act is promulgated.

Council's report *continued*

for the period ending 31 March 2007

Table 9: HSRC performance against comprehensive set of key performance indicators for 2006/07

Strategic No: objective	Key performance indicator	Performance 2004/05	Target 2005/06	Performance 2005/06	Target 2006/07	Achievement 2006/07
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	New indicator	New indicator	80%	91,9%
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	New indicator	New indicator	30%	33,3%
3.	SENTINEL PAITECS INDICATOR Number of visiting research fellows from elsewhere in Africa at the HSRC	New indicator	New indicator	New indicator	12	4
I	Implementation networking (Internal business processes)					
4.	SENTINEL PAITECS INDICATOR Percentage of large research projects with implementation networks	New indicator	New indicator	New indicator	40%	70%
5.	Other internal business processes (6) Known successful proportion of total competitive tender/funding applications submitted, at May	43%	33%	51%	35%	52,4%
6.	(8) Free media coverage	R46 million	R20 million	R70,4 million	R30 million	R71,9 million
7.	(12) Productivity of HSRC investment in its employees: external research earnings per head (all staff on 'permanent payroll' – indefinite and longer-term contract appointments)	R486 000	R448 000	R424 630	R485 600	R346 125
8.	(13) Share of payroll spent on researcher salaries	62%	61%	61%	60%	64%
9.	(14) REQUIRED BY DST Proportion of researchers in total staff	53%	52%	54%	50%	63,3%
10.	(15) REQUIRED BY DST (DST formulation: Ratio of overhead costs to total costs)	0,75	0,70	0,71	0,75	0,72

Council's report *continued*

for the period ending 31 March 2007

Table 9: HSRC performance against comprehensive set of key performance indicators for 2006/07 (continued)

Strategic No: objective	Key performance indicator	Performance 2004/05	Target 2005/06	Performance 2005/06	Target 2006/07	Achievement 2006/07
11. <i>REQUIRED BY DST</i> (16)	Salaries to total expenditure	47%	48%	52%	44%	50,4%
T	Transformation: Equity and representativeness					
12. <i>SENTINEL PAITECS INDICATORS</i> (a) (i) (iii) and (iv)	Transformation at senior researcher level: a. % black researchers at senior level (SRS or above) i. % African ii. % coloured iii. % Indian iv. % white b. % female researchers at senior level (SRS or above) c. % researchers at senior level (SRS or above) with a disability	New indicator	New indicator	New indicator	New indicator	a. 53,4% i. 37,8% ii. 8,9% iii. 6,7% iv. 46,6% b. 42% c. 2% a. 45,3% i. 25,3% ii. 10,7% iii. 9,3% iv. 54,7% b. 40,0% c. 2,7%
13. <i>SENTINEL PAITECS INDICATOR</i>	Attrition rate of permanent staff	New indicator	New indicator	New indicator	12%	11,3%
14. <i>SENTINEL PAITECS INDICATOR</i>	Percentage of staff trained in gender sensitivity	New indicator	New indicator	New indicator	50%	57,2%
15. <i>REQUIRED BY DST:</i> (9) Black (overall) Female Disabled	Overall staff representativeness a. % black staff: overall i. % African ii. % coloured iii. % Indian iv. % white b. % female staff: overall c. % staff with a disability: overall	a. 63% i. 39% ii. 14% iii. 10% iv. 37% b. 58% c. 1%	a. 66% i. 45% ii. 12% iii. 9% iv. 34% b. 53% c. 2%	a. 65% i. 41% ii. 15% iii. 9% iv. 35% b. 57% c. 1%	a. 68% i. 46% ii. 14% iii. 8% iv. 32% b. 55% c. 1,5%	a. 70,8% i. 51,4% ii. 12,8% iii. 6,7% iv. 29,2% b. 59,7% c. 1,1%
16. <i>REQUIRED BY DST:</i> (10) Black (overall) Female Disabled	Research staff representativeness (interns and fieldworkers excluded) a. % black research staff i. % African ii. % coloured iii. % Indian iv. % white b. % female research staff c. % research staff with a disability	a. 51% i. 31% ii. 9% iii. 11% iv. 49% b. 43% c. 1,5%	a. 55% i. 36% ii. 9% iii. 10% iv. 45% b. 45% c. 2%	a. 51% i. 27% ii. 12% iii. 12% iv. 49% b. 48% c. 1,7%	a. 57% i. 38% ii. 10% iii. 9% iv. 43% b. 49% c. 2%	a. 64,2% i. 44,2% ii. 10,9% iii. 9,1% iv. 35,8% b. 52,7% c. 1,2%

Council's report *continued*

for the period ending 31 March 2007

Table 9: HSRC performance against comprehensive set of key performance indicators for 2006/07 (continued)

Strategic No: objective	Key performance indicator	Performance 2004/05	Target 2005/06	Performance 2005/06	Target 2006/07	Achievement 2006/07
17. REQUIRED BY DST: (11) <i>Black (overall)</i> <i>Female</i> <i>Disabled</i>	Executive management representativeness (EDs, COO & CEO)					
	a. % black executive managers	a. 50%	a. 66%	a. 55%	a. 70%	a. 63,6%
	i. % African	i. 17%	i. 25%	i. 9%	i. 30%	i. 18,2%
	ii. % coloured	ii. 0%	ii. 8%	ii. 9%	ii. 10%	ii. 9,1%
	iii. % Indian	iii. 33%	iii. 33%	iii. 36%	iii. 30%	iii. 36,4%
	iv. % white			(iv. 45%)	(iv. 30%)	(iv. 36,4%)
	b. % female executive managers	b. 33%	b. 42%	b. 45%	b. 50%	b. 45,5%
	c. % disabled executive managers	c. 0%	c. Not set	c. N/a	c. N/a	c. N/a
E	(Learning and growth)					
18. SENTINEL PAITECS INDICATOR	Peer-reviewed publications in an internationally accredited scientific journal, per senior researcher (SRS or above)	New indicator	New indicator	New indicator	0,85	1,11
19. SENTINEL PAITECS INDICATOR	Peer-reviewed publications in a scientific journal per researcher, RS or lower	New indicator	New indicator	New indicator	0,45	0,22
20. REQUIRED BY DST (18)	Number of books, journal articles, reports (per average researcher head)					
	a. All researchers	a. 2,9	a. 3,0	a. 3,79	a. 3,5	a. 2,63
	b. Black researchers	b. 1,8	b. 3,0	b. 4,32	b. 3,5	b. 2,58
	i. African		i. 3,0	i. 3,37	i. 3,5	i. 2,60
	ii. coloured		ii. 3,0	ii. 4,50	ii. 3,5	ii. 3,06
	iii. Indian		iii. 3,0	iii. 6,69	iii. 3,5	iii. 4,54
	iv. white			iv. New	(iv. 3,5)	iv. 3,65
	c. Female researchers	c. 1,5	c. 3,0	c. 4,02	c. 3,5	c. 2,70
21. REQUIRED BY DST, but (19) <i>as part of previous indicator</i>	Number of refereed journal articles per average researcher head					
	a. All researchers	a. 0,79	a. 0,75	a. 0,99	a. 0,9	a. 0,82
	b. Black researchers	b. 0,47	b. 0,6	b. 1,03	b. 0,9	b. 0,94
	i. African		i. 0,6	i. 1,00	i. 0,9	i. 1,02
	ii. coloured		ii. 0,6	ii. 1,08	ii. 0,9	ii. 1,13
	iii. Indian		iii. 0,75	iii. 1,08	iii. 0,9	iii. 1,77
	iv. white			iv. New	(iv. 0,9)	iv. 0,98
	c. Female researchers	c. 0,46	c. 0,6	c. 0,93	c. 0,9	c. 0,79

Council's report *continued*

for the period ending 31 March 2007

Table 9: HSRC performance against comprehensive set of key performance indicators for 2006/07 (continued)

Strategic No: objective	Key performance indicator	Performance 2004/05	Target 2005/06	Performance 2005/06	Target 2006/07	Achievement 2006/07
22. <i>REQUIRED BY DST (17) (DST also requires separate reporting on doctoral degrees only – this is done in the KPI report)</i>	Human capital: proportion of researchers (excluding interns and fieldworkers) with master's or doctoral degrees a. All researchers b. Black researchers i. % African ii. % coloured iii. % Indian iv. % white c. Female researchers	a. 92% b. 91%	a. 92% b. 92% i. 92% ii. 92% iii. 92%	a. 90% b. 87% i. 91% ii. 79% iii. 86% iv. (New)	a. 92% b. 92% i. 92% ii. 92% iii. 92% iv. 92%	a. 93,5% b. 93,8% i. 97,3% ii. 92,9% iii. 85,7% iv. 93,1% c. 97,7%
C	Capacity building (Learning and growth)					
23. <i>SENTINEL PAITECS INDICATOR</i>	Number of interns (research trainees) enrolled in a Master's programme	New indicator	New indicator	New indicator	35	29
24. <i>SENTINEL PAITECS INDICATOR</i>	Number of interns (research trainees) enrolled in a PhD programme	New indicator	New indicator	New indicator	20	20
25. <i>SENTINEL PAITECS INDICATOR</i>	Number of post-doctoral fellowships (research associates)	New indicator	New indicator	New indicator	10	4
26. <i>REQUIRED BY DST (20)</i>	Staff enrolled towards relevant further qualifications: a. Research staff enrolled towards master's or doctoral degrees, as percentage of research staff without such degrees b. % of interns enrolled towards master's or doctoral degrees c. % of administrative staff enrolled towards higher education qualifications	a. 42% b. 44% c. Not recorded	a. 60% b. 70% c. 40%	a. 33% b. 65% c. 15%	a. 60% b. 70% c. 40%	a. 45,2% b. 56,8% c. 12,9%

Council's report *continued*

for the period ending 31 March 2007

Table 9: HSRC performance against comprehensive set of key performance indicators for 2006/07 (continued)

Strategic No: objective	Key performance indicator	Performance 2004/05	Target 2005/06	Performance 2005/06	Target 2006/07	Achievement 2006/07
S	Sustainability: Contracts and grants obtained					
27. (3)	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 (64% with ring-fenced)	New indicator (63% with ring-fenced)	New indicator (58% with ring-fenced)	60	63,8%
28.	SENTINEL PAITECS INDICATOR Percentage of all (research) grants that are multi-year – at least three years	New indicator	New indicator	New indicator	35	46,2%
29. (2)	Achievement of income target: External research income <i>NB to note: Ring-fenced funding included with external research earnings, until 2005/06</i>	R140 million	R141 million	R119 million	R152 million	R124,6 million
30. (4)	Variance in budgeted expenditure: surplus or deficit for year, as % of turnover	2%	5%	0,7%	5%	2,1%

Statement of financial performance

for the year ended 31 March 2007

	Notes	2007 R'000	2006 R'000
Continuing operations			
Research revenue	1	124 605	113 896
Research cost	4	(49 811)	(53 687)
Gross research income		74 794	60 209
Parliamentary grants	2.2	96 979	85 130
Parliamentary grants ring-fenced	2.3	10 500	5 000
Other income	3	13 476	12 977
		195 749	163 316
Administrative expenses	5	(66 475)	(51 853)
Staff costs	6.1	(104 057)	(95 412)
Other operating expenses	7	(16 159)	(9 150)
Depreciation	8	(3 794)	(4 105)
Surplus for the year		5 264	2 796

Statement of financial position

as at 31 March 2007

	Notes	2007 R'000	2006 R'000
Assets			
Non-current assets			
Property, plant and equipment	11.1	87 944	89 352
Intangible assets	11.2	1 476	1 072
		89 420	90 424
Current assets			
Inventories	12	3 268	2 023
Trade and other receivables	13	33 447	20 304
Prepayments and advances	14	946	1 162
Cash and cash equivalents	15	29 393	15 903
		67 054	39 392
Total assets		156 474	129 816
Net assets and liabilities			
Capital and reserves			
Net assets		90 539	85 275
Deferred income	19	3 566	4 331
		94 105	89 606
Current liabilities			
Trade and other payables	20	19 604	8 163
Income received in advance	21	33 017	23 961
Provisions	22	9 748	8 086
		62 369	40 210
Total net assets and liabilities		156 474	129 816

Statement of changes in net assets

for the year ended 31 March 2007

	Income funds					Total R'000
	Surplus funds R'000	'Own-risk' insurance fund R'000	General reserve R'000	Capital funds R'000	Deferred income R'000	
Balance at 1 April 2005	(8 465)	400	13 000	42 059	5 003	51 997
As previously reported						
Prior year adjustment (Note 30)	7 529					7 529
Restated balance at 1 April 2005	(936)	400	13 000	42 059	5 003	59 526
Surplus as previously reported	1 518	–	–	–	–	1 518
Surplus year error	1 278	–	–	–	–	1 278
Transfer to general reserve	8 365	–	–	–	–	8 365
Revaluation surplus	–	–	–	32 991	–	32 991
Allocated from income during the year	–	(400)	–	–	(3 551)	(3 951)
Allocated from general reserve	–	–	(13 000)	–	–	(13 000)
Portion of Parliamentary grants utilised to acquire depreciable fixed assets for the year	–	–	–	–	2 879	2 879
Balance at 1 April 2006	10 225	–	–	75 050	4 331	89 606
Net surplus for the year	5 264	–	–	–	–	5 264
Allocated from income during the year	–	–	–	–	(3 100)	(3 100)
Portion of Parliamentary grants utilised to acquire depreciable fixed assets for the year	–	–	–	–	2 335	2 335
Transfer to surplus funds	385	–	–	(385)	–	–
Balance at 31 March 2007	15 874	–	–	74 665	3 566	94 105

Cash flow statement

for the year ended 31 March 2007

	Notes	2007 R'000	2006 R'000
Cash flows from operating activities			
Cash receipts from customers		240 618	229 549
Cash paid to suppliers and employees		(226 821)	(240 684)
Net cash outflows/(inflows) from operating activities	23	13 797	(11 135)
Cash flows from investing activities			
Proceeds on disposal of property, plant and equipment		42	215
Proceeds from investment		2 483	1 191
Acquisition of property, plant and equipment		(2 832)	(4 743)
Net cash outflows from investing activities	24	(307)	(3 337)
Net increase/(decrease) in cash and cash equivalents		13 490	(14 472)
Cash and cash equivalents at the beginning of the year		15 903	30 375
Cash and cash equivalents at the end of the year	15	29 393	15 903

Accounting policies

for the year ended 31 March 2007

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

GRAP1: Presentation of financial statements
GRAP2: Cash flow statements
GRAP3: Accounting policies, changes in accounting estimates and errors

Replaced Statement of GAAP

AC101: Presentation of financial statements
AC118: Cash flow statements
AC103: Accounting policies, changes in accounting estimates and errors

1. Terminology differences:

Standard of GRAP

Statement of financial performance
Statement of financial position
Statement of changes in net assets
Net assets
Surplus/deficit for the period
Accumulated surplus/deficit
Contributions from owners
Distributions to owners
Reporting date

Replaced Statement of GAAP

Income statement
Balance sheet
Statement of changes in equity
Equity
Profit/loss for the period
Retained earnings
Share capital
Dividends
Balance sheet date

2. The cash flow statement can only be prepared in accordance with the direct method.

3. Specific information such as:

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

4. The amount and nature of any restrictions on cash balances is required to be disclosed. Paragraph 11 – 15 of GRAP1 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.

Revenue

Revenue includes investment and non-operating income exclusive of value-added taxation. Revenue that resulted from the rendering of research and related services is acknowledged at the stage of completion, determined according to the percentage cost to date in relation to the total estimated cost of the project. Revenue from the sale of goods is recognised when significant risk and rewards of ownership of goods are transferred to the buyer. Revenue arising from royalties is recognised on an accrual basis in accordance with the substance of the relevant agreement.

Parliamentary grants received

Baseline grants

Parliamentary grants are accounted for in the period to which each grant relates.

Accounting policies *continued*

for the year ended 31 March 2007

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 equity.

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.

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

	<i>Useful life</i>
Lifts	20 years
Telephone system	10 years
Fixtures	15 years
Building	100 years

Valuation method

A valuation 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

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

Assets costing less than R1 000 are written off in the year of acquisition.

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

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.

Accounting policies *continued*

for the year ended 31 March 2007

Equipment (continued)

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

	<i>Useful life</i>
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 on termination of the project, are depreciated fully over the lifetime of the project.

Investment property

Investment property is property held to earn rentals. Investment property is stated at fair value and a valuation will be performed every three years based on the income capitalisation method. The fair 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 revaluation of the investment property are directly allocated to the capital funds.

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 estimated useful lives are revised annually.

The expected life of the software is 20 years.

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.

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.

Post-employment benefit cost

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 (HSRC PF), 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.

Accounting policies *continued*

for the year ended 31 March 2007

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.

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 income statement 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.

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.

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 equity. 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.

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.

Financial instruments

Financial instruments carried in the statement of financial position include cash and bank balances, receivables and trade payables. These instruments are generally carried at their estimated fair value. Receivables are carried net of the estimate of doubtful receivables.

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.

Accounting policies *continued*

for the year ended 31 March 2007

Impairment

The carrying amount of the assets is reviewed at each reporting date to determine if there is any indication of impairment. If any such indication exists, the asset's recoverable amount is estimated. An impairment loss is recognised in the statement of financial performance whenever the carrying amount of an asset or its fair value less cost to sell exceeds its recoverable amount.

Calculation of recoverable amount

The recoverable amount is the greater of the net selling price or value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discounted rate that reflects current market assessments of the time value of money and the risks specific to the asset. For an asset that does not generate largely independent cash inflows, the recoverable amount is determined for the cash generating unit to which the asset belongs.

Reversals of impairments

An impairment loss in respect of a held-to-maturity security or receivable carried at amortised cost is reversed if the subsequent increase in recoverable amount can be related objectively to an event occurring after the impairment loss was recognised.

In respect of assets other than goodwill, an impairment loss is reversed if there has been a change in the estimates used to determine the recoverable amount.

Notes to the annual financial statements

for the year ended 31 March 2007

	2007 R'000	2006 R'000
1. Research revenue		
Rendering of services:		
Private sector	2 943	9 613
Public corporations	4 636	4 297
Public sector	45 306	31 672
International funding agencies	68 047	66 152
National funding agencies	2 675	722
Professional services	998	1 440
Total	124 605	113 896
2. Parliamentary grants		
2.1. Total Parliamentary grants allocation:		
Parliamentary grants	97 038	84 458
VAT portion	12 335	12 335
Parliamentary grants ring-fenced	10 500	4 500
	119 873	101 293
2.2. Grant allocation as per statement of financial performance		
Parliamentary grants	96 979	85 130
Parliamentary grants received	96 214	84 458
Plus: Transferred from deferred income	765	672
2.3. Special Parliamentary grants	10 500	5 000
Special Parliamentary grants	10 500	4 500
Plus/(Less): Rolled over portion	-	500
Total	107 479	90 130
3. Other income		
Rental income	7 034	6 067
Product sales	798	718
Interest	2 483	1 191
Non-research related income	3 161	5 001
Total	13 476	12 977
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. Research cost		
Direct labour expense	17 096	17 211
Direct research cost	32 715	36 476
Total	49 811	53 687

Notes to the annual financial statements

continued

for the year ended 31 March 2007

	2007 R'000	2006 R'000
5. Administrative expenses		
General expenses	65 859	50 723
Auditor's remuneration	802	1 093
Audit fees – external	265	593
– internal	537	500
Net foreign exchange losses/(gains)	(186)	37
Total	66 475	51 853
6. Staff costs		
6.1. Wages and salaries	96 260	87 609
Defined benefit pension plan expense	93	95
Defined contribution plan	7 164	7 164
Social contributions (employer's contributions)	60	64
Official unions and associations	60	64
Post-retirement medical benefit	480	480
Total	104 057	95 412
6.2. Non-benefit portion of salaries (direct labour expense refer to Note 4)	17 096	17 211
Total	121 153	112 623

Notes to the annual financial statements

continued

for the year ended 31 March 2007

6. Staff costs (continued)

	Council members and executive management remuneration			
	Services fees		Managerial services	
	Council members	Projects	Basic salary	Total
2007	R	R	R	R
<i>Council members</i>				
Ms PN Gasa*		207 330	–	207 330
Professor GJ Gerwel (<i>Chair</i>)	19 345	–	–	19 345
Dr P Gobodo-Madikizela	3 844	–	–	3 844
Professor WE Morrow	26 943	–	–	26 943
Mr ME Motala	14 390	–	–	14 390
Mr SM Pityana	11 101	–	–	11 101
Mr MV Sisulu	1 879	–	–	1 879
Professor EC Webster	13 809	–	–	13 809
Ms P Ntombela-Nzimande	12 442	–	–	12 442
Mr T Makwetu	12 950	–	–	12 950
<i>Executive member</i>				
Dr O Shisana (<i>President and CEO</i>)	–	–	1 484 000	1 484 000
<i>Senior management</i>				
Executive directors **	–	–	8 234 890	8 234 890
Total	116 703	207 330	9 718 890	10 042 923
2006 – Total	194 037	258 136	11 727 957	12 180 130

* Ms PN Gasa was contracted as an external service provider to a specific project at the time of her appointment as a member of Council. Her contracted obligations to that project will continue until project conclusion.

** Executive directors of the HSRC as on 31 March 2006 and 31 March 2007 respectively are listed below:

2007

Dr M Altman
 Mr MJ de Klerk
 Prof. AM Habib
 Prof. MJ Kahn
 Dr A Kanjee
 Dr T Masilela
 Dr U Pillay
 Prof. LM Richter
 Dr L Rispel
 Dr AH Kraak (01/04/06 to 30/04/06)
 Prof. S Makoni (01/07/06 to 30/11/06)

2006

Dr M Altman
 Mr MJ de Klerk
 Prof. AM Habib
 Prof. LM Richter
 Prof. M Kahn
 Dr A Kanjee
 Dr R Maharaj
 Dr U Pillay
 Dr L Rispel
 Dr AH Kraak
 Dr O Shisana (01/04/2005 – 31/07/2005)
 Dr XMT Mangcu (01/01/2005 – 31/12/2005)

Notes to the annual financial statements

continued

for the year ended 31 March 2007

	2007 R'000	2006 R'000
7. Other operating expenses		
Staff training and development	2 156	1 033
Legal fees	328	532
Maintenance, repairs and running costs	9 689	5 942
– Property and buildings	(247)	1 400
– Machinery and equipment	1 361	3 460
– Other maintenance, repairs and running costs	8 575	1 082
Entertainment expense	378	277
Fruitless and wasteful expenditure (fraud)	57	3
Loss on disposal of assets	842	–
Non-research related expenses	2 709	1 363
Total	16 159	9 150
8. Depreciation		
Lifts	158	87
Telephone system	72	38
Fixtures	3	2
Building	651	373
Leasehold property	321	321
Motor vehicles	185	159
Office equipment	(443)	144
Computer and other equipment	2 767	2 944
Software	80	37
Library books and manuscripts	0	0
Total	3 794	4 105

9. Operating lease income

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 rental amount (refer to Note 3) is not fixed between the parties, but is negotiated and thereby determined on a monthly basis. No contract has as yet been signed between the parties as the negotiations are still underway. Improvements to be incurred in terms of the contract are contingent upon the signing of a binding, non-cancellable operating lease agreement (refer to Note 31).

10. Operating lease expense

The operating lease undertaken between Standard Bank, as the lessor, and the HSRC, as the lessee, provides for a monthly rental amount of R2 662,11 excluding VAT. The operating lease payments cannot be equalised due to the contingent clause contained in the lease agreement, which states that the rentals in terms of the operating lease agreement are subject to variation and are linked to variations in the prime interest rate.

Notes to the annual financial statements

continued

for the year ended 31 March 2007

11. Non-current assets

11.1 Property, plant and equipment

2007	Total R'000	Land R'000	Lifts R'000	Telephone systems		Fixtures R'000	Buildings R'000	Leasehold property		Artwork R'000	Motor vehicles R'000	Office and other furniture equipment		Library books R'000
				R'000	R'000			R'000	R'000			R'000	R'000	
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)
Revaluation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)
2006														
Opening net carrying amount	56 689	2 986	1 835	403	27	39 212	667	240	767	2 406	8 156			
Gross carrying amount	84 896	2 986	1 922	441	29	39 584	832	240	1 046	6 206	26 881			4 729
Accumulated depreciation	(28 197)	-	(87)	(38)	(2)	(372)	(165)	-	(279)	(3 800)	(18 725)			(4 729)
Revaluation	32 991	2 152	1 412	324	22	29 081	-	-	-	-	-			-
Additions	3 958	-	-	-	-	47	604	-	429	482	2 396			-
Disposal and adjustments	(228)	-	-	-	-	-	-	-	(146)	-	(82)			-
Carrying amount	(541)	-	-	-	-	-	-	-	(212)	-	(326)			(3)
Accumulated depreciation	313	-	-	-	-	-	-	-	66	-	244			3
Depreciation	(4 068)	-	(87)	(38)	(2)	(373)	(321)	-	(159)	(144)	(2 944)			-
Closing 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)

Notes to the annual financial statements

continued

for the year ended 31 March 2007

11. Property, plant and equipment (continued)

The land is registered as Stand 3242 Pretoria, measuring 7 655m², 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.

	2007 R'000	2006 R'000
11.2 Intangible assets		
Software		
Opening net carrying amount	1 072	324
Gross carrying amount	1 157	372
Accumulated depreciation	(85)	(48)
Revaluation	0	0
Additions	484	785
Disposal and adjustments	0	0
Carrying amount	0	0
Accumulated depreciation	0	0
Depreciation	(80)	(37)
Closing net carrying amount	1 476	1 072
Gross carrying amount	1 641	1 157
Accumulated depreciation	(165)	(85)
12. Inventories		
Finished goods	3 268	2 023
Total	3 268	2 023
13. Trade and other receivables		
Trade receivables	34 112	21 565
Less: Allowance for doubtful debts	(2 609)	(1 261)
Trade receivables	31 503	20 304
VAT input	1 944	-
Total	33 447	20 304
14. Prepayments and advances		
Prepayments	946	1 162
Total	946	1 162

Notes to the annual financial statements

continued

for the year ended 31 March 2007

	2007	2006
	R'000	R'000
15. Cash and cash equivalents		
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	1 470	1 644
Cash on hand	30	30
Short-term investments	27 893	14 229
Total	29 393	15 903
Included in the short-term investments are the following funds invested on behalf of donors:		
Conflict and governance facility	339	503
Ford Foundation	490	338
Department of Social Development	854	808
Canadian International Development Agency	450	880
WK Kellogg Foundation	4 941	7 601
Other	13 224	–
	20 298	10 130
Short-term investments	7 595	4 099
Total short-term investment	27 893	14 229
Cash at bank	1 470	1 644
Cash on hand	30	30
Total cash and cash equivalents	29 393	15 903

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

16. 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).

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 (216 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 R64,790 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 below). On this basis, the accrued liability of the HSRCPF to these members as at the additional interim valuation date amounted to R1,516 million.

Notes to the annual financial statements

continued

for the year ended 31 March 2007

	Defined benefit pension fund	
	2007	2006
	R'000	R'000
16. Pension funds (continued)		
16.1. Pension fund valuation		
Present value of funded liabilities	1 729	1 516
Fair value of plan assets	(9 962)	(7 955)
Funded status	(8 233)	(6 439)
Actuarial gains	1 285	1 637
Net asset	(6 948)	(4 802)
Number of members	3	5
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 2007.		
16.2. Principal actuarial assumptions	%	%
Valuation rate	7,7	7,4
Inflation rate	5,0	4,6
Salary increase rate	6,0	5,6
Expected investment return rate	9,0	8,4

16.2.1. Valuation rate of interest

IAS 19 requires to be determined by the current market yield of government bonds. The discount rate was based on the yield of the R186 government bond.

16.2.2. 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.

16.2.3. 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.

16.2.4. 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.

16.2.5. 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.

16.2.6. 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.

Notes to the annual financial statements

continued

for the year ended 31 March 2007

	2007	2006		
	R'000	R'000		
	HSRC defined benefit pension fund %	HSRC defined contri- bution fund %		
16. Pension funds (continued)				
16.3. Pension fund members				
Members as a percentage of total employment	0,82	59,18		
Contribution rate	28,30	22,66		
Member's contribution (% of pensionable salary)	8,00	7,50		
Employer contribution (% of pensionable salary)	20,30	15,16		
16.4. Active members				
	2007	2007	2006	2006
	Females	Total	Females	Total
16.4.1. Defined benefit members				
Number of members	3	3	3	3
Annual salary (R'000)	366	366	345	345
Salary weighted average age	58,6	58,6	57,6	57,6
Salary weighted average service	12,7	12,7	11,8	11,8
16.4.2. Pensioners				
Number of pensioners	2	2	2	2
Annual pension (R'000)	21	21	20	20
Salary weighted average service	65,5	65,5	64,5	64,5

16.5. 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 R7 955 000 as at 31 March 2006, plus contributions less benefits paid, all inclusive with investment return of 24,5% per annum. The investment return of 24,5% 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.

Notes to the annual financial statements

continued

for the year ended 31 March 2007

	2007	2006
	R'000	R'000
16. Pension funds (continued)		
16.5. Valuation of assets and obligations (continued)		
The results of the calculations as at 31 March 2007 compared with the results as at 31 March 2006 were as follows:		
Total obligations	*1 729	*1 516
Value placed on assets	(9 962)	(7 955)
Surplus/(shortfall)	8 233	6 439
Funding level (%)	576,2	524,7

* Excludes defined contribution members' equitable shares to the amount of R50 569 000 as at 31 March 2006.

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.

Notes to the annual financial statements

continued

for the year ended 31 March 2007

16. Pension funds (continued)

16.6. 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 2006 to 31 March 2007 are as follows:

	R'000
Cost of service-related benefits	104
Cost of death benefits	19
Operational expenses	2
Total current service cost	125
Benefits paid in respect of this period	20
Cost of death benefits	19
Operational expenses	2
Less: Reassurance recoveries	(0)
Net benefits	41
Employer contributions paid during the period (currently 20,3% of salaries)	67*
Employee contributions paid during the period (currently 8% of salaries)	26*
Total contributions	93
<i>*The above contributions exclude contributions in respect of members in the defined contribution category.</i>	
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 2006 (excluding defined contribution members' equitable shares)	1 516
Interest cost	115
Current service cost	125
Benefits period	(41)
Actuarial loss/(gain) on obligation	14
Obligation as at 31 March 2007	1 729
Actual return on assets	1 955
Less: Expected return	(670)
Actuarial gain on assets	1 285
Fair value of assets as at 31 March 2006 (excluding defined contribution members' equitable shares)	7 955
Expected return	670
Contributions	93
Benefits paid	(41)
Actuarial gain/(loss) on assets	1 285
Fair value of assets as at 31 March 2007	9 962

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.

Notes to the annual financial statements

continued

for the year ended 31 March 2007

17. Post-retirement medical benefits

17.1. 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. The Fund value as at 31 March 2007 was R9,872 million.

17.2. Voluntary contributions

Currently the HSRC contributes voluntarily to the current continuation members (97 members) an average amount of R482 per month. There is one member in active employment who is entitled to this contribution after continuation as at 31 March 2007. If this contribution was guaranteed by the HSRC, the actuarial accrued liability would have been R4,340 million.

17.3. 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.

17.4. 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.

Notes to the annual financial statements

continued

for the year ended 31 March 2007

17. Post-retirement medical benefits (continued)

17.4. Particulars of the liabilities (continued)

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

	Number of members		Average past service – years	
	2007	2006	2007	2006
Male members	1	1	16,3	15,3
Female members	–	1	–	10,5
Total/weighted average	1	2	16,3	12,9

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 2006.

Details of the continuation members as at reporting date:

	Number of members		Average subsidy pm R		Average weighted age – years	
	2007	2006	2007	2006	2007	2006
Male members	40	42	593	565	71,8	73,0
Female members	50	55	411	419	74,5	74,0
Total/weighted average	*90	97	492	482	73,1	73,5

* Included are two new members which were not included in the data provided as at 31 March 2006

17.5. Valuation results

The results of the current valuation compared to the results as at 31 March 2006 are as follows:

	2007 R'000	2006 R'000
17.5.1. Accrued liabilities		
Liabilities in respect of:		
Members in active employment	82	114
Current continuation members	4 258	4 548
Total	4 340	4 662

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 2006 to 31 March 2007:	Interest cost	Service cost
	R'000	R'000
Members in active employment	8	9
Current continuation members	337	0
Total	345	9

Notes to the annual financial statements

continued

for the year ended 31 March 2007

17. Post-retirement medical benefits (continued)

17.5. Valuation results (continued)

17.5.1. Accrued liabilities (continued)

The accrued liabilities of active members decreased, by approximately 28%, during the current period. This increase is as a net result of the following factors:

- The members that resigned reduced the liabilities in respect of the active members by approximately 51%.
- The change in the average age and average accrued service of the active members qualifying for the subsidy led to additional liabilities of approximately 16%.
- The liabilities have increased by approximately 8% 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 1%.

The decrease observed in respect of the accrued liabilities of current continuation members of approximately 6% 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 2%.
- Two new members were not included in the data provided as at 31 March 2006. The inclusion of these members led to an increase in accrued liabilities of approximately 6%.
- 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 10%.

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		100	22,0
	- 100 basis points	67	(18,3)

The liability in respect of current continuation members remains R4 258 000 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	90	111	141
Current continuation members	4 545	5 250	6 212
Total	4 635	5 361	6 353

Notes to the annual financial statements

continued

for the year ended 31 March 2007

17. Post-retirement medical benefits (continued)

17.6. Valuation assumptions

17.6.1. 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.

17.6.2. 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 2006 which are consistent with the requirements of IAS19:

	2007	2006
	% per annum	
Discount rate	7,7	7,4
Expected investment return	9,0	8,4
General inflation rate	5,0	4,6
Medical inflation rate	8,0	7,6
Subsidy increase rate, in respect of continuation members	0,0	0,0

17.6.3. Withdrawals

No withdrawal assumptions were used for the valuation.

17.6.4. 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.

18. Uncovered foreign currency monetary items

At 31 March 2007 the HSRC had the following foreign exchange currency transactions not covered by forward exchange contracts.

	British pound		Euro		US dollar		Canadian dollar
	2007	2006	2007	2006	2007	2006	2007
	'000	'000	'000	'000	'000	'000	'000
	0,29	20	10	27	302	175	5
				Rand			
	3	220	97	198	2 202	1 077	31

Notes to the annual financial statements

continued

for the year ended 31 March 2007

	2007 R'000	2006 R'000
19. Deferred income		
Government grants received, to be recognised in future accounting periods		
Balance at the beginning of the year	4 331	5 003
Portion of grant used to acquire depreciable assets	2 335	2 879
	6 666	7 882
Less: Allocated to income statement	(3 100)	(3 551)
Portion deferred at year end	3 566	4 331
20. Trade and other payables		
Trade creditors	9 125	2 707
Accruals	10 363	4 386
VAT input	–	954
Deposits	116	116
Total	19 604	8 163
The Council considers that the carrying amount of trade and other payables approximates to their fair value.		
21. Income received in advance		
DST	6 555	–
RNE	6 268	–
DGIS	1 049	–
WK Kellogg Foundation	1 927	7 601
Other funding agencies	17 218	16 360
Total	33 017	23 961

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
22. Provisions			
Opening balance	7 857	229	8 086
Provisions made during the year	1 662	–	1 662
Closing balance	9 519	229	9 748

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

Notes to the annual financial statements

continued

for the year ended 31 March 2007

	2007 R'000	2006 R'000
23. Reconciliation surplus/(loss) for the year to cash generated from/(utilised in) operations		
Surplus for the year	5 264	2 796
Adjusted for:		
– Transfer from retained earnings	–	(13 400)
– Depreciation on property, plant and equipment	3 794	4 105
– Restatement of income	–	8 365
– Restatement of income due to prior period error	–	36
– Loss/(profit) on disposal of property, plant and equipment	–	14
– Investment income	(2 483)	(1 191)
– Increase/(decrease) in provisions	1 662	614
– Deferred income	(765)	(672)
Operating cash flows before working capital changes	7 472	667
Working capital changes	6 325	(11 802)
– Increase in inventories	(1 245)	(549)
– Decrease/(increase) in receivables	(12 927)	12 265
– (Decrease)/increase in payables	20 497	(23 518)
Cash generated from operations	13 797	(11 135)
24. Net cash from/(used in) investing activities		
Interest received	2 483	1 191
Proceeds on disposal of property, plant and equipment	42	215
Acquisition of property, plant and equipment	(2 832)	(4 743)
Cash from/(used in) investing activities	(307)	(3 337)

Notes to the annual financial statements

continued

for the year ended 31 March 2007

25. 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 2005. The lease payment is R0,126 million per month. The contract is expected to include an annual escalation of 9% in the rental.

	Up to 1 year		1 to 5 years		More than 5 years	
	2007 R'000	2006 R'000	2007 R'000	2006 R'000	2007 R'000	2006 R'000
Future minimum lease payments	1 728	826	9 885	10 340	–	1 272

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.

	Up to 1 year		1 to 5 years	
	2007 R'000	2006 R'000	2007 R'000	2006 R'000
Future minimum lease payments	423	–	1 106	–

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.

	Up to 1 year		1 to 5 years	
	2007 R'000	2006 R'000	2007 R'000	2006 R'000
Future minimum lease payments	36	–	55	–

26. Capital expenditure

Approved by management, but not yet contracted

The capital expenditure is to be financed as follows:

Internally-generated funds

	2007 R'000	2006 R'000
Approved by management, but not yet contracted	13 100	4 100
Internally-generated funds	13 100	4 100

Notes to the annual financial statements

continued

for the year ended 31 March 2007

	2007 R'000	2006 R'000
27. Financial instruments		
Financial instrument asset		
Bank balances	29 393	15 903
Trade receivables	33 447	20 304
Total financial instrument assets	62 840	36 207
Financial instrument liability		
Trade payables	19 762	8 163
Other adjustments	–	649
VAT liability	–	(970)
Total financial instrument liability	19 762	7 842

28. Financial risk management

Interest rate risk

The Council invests surplus cash on fixed notice deposits for periods of 32 days. Interest rates on these deposits are fixed for the period of investment. Other funds are kept in the current and call accounts at variable interest rates.

Liquidity risk

The Council maintains sufficient funds available in call and current accounts to meet its three-month cash-flow requirements. Temporary surplus cash is invested in fixed deposits.

Credit risk management

The Council invests temporary cash surpluses with a major South African bank of high standing.

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.

29. Related parties

The HSRC is a schedule 3A National Public Entity in terms of the Public Finance Management Act (Act 1 of 1999 as amended) and therefore falls within the national sphere of government. As a consequence the HSRC has a significant number of related parties being entities that fall within the national sphere of government.

Unless specifically disclosed these transactions are concluded on an arm's length basis. There are no restrictions in the HSRC's capacity to transact with any entity.

Notes to the annual financial statements

continued

for the year ended 31 March 2007

29. Related parties (continued)

Transactions with related entities

The following is a summary of transactions with related parties during the year and balances due at year-end:

	Services rendered		Services received		Amount due from	
	2007	2006	2007	2006	2007	2006
	R'000	R'000	R'000	R'000	R'000	R'000
Major public entities						
ARC Roodeplaat	–	148	–	–	–	–
The Development Bank of Southern Africa Limited	251	1 400	50	–	1	100
Educational Labour Relations Council (ELRC)	100	–	–	–	–	–
Eskom	27	–	–	–	–	–
Film & Publications Board	204	–	–	–	–	–
Independent Development Trust	740	–	–	–	740	–
Industrial Development Corp. of South Africa Limited	1 421	–	–	–	474	–
Media Advertising Publishing Printing Packaging SETA	599	577	–	–	–	296
Medical Research Council	72	293	–	–	–	–
MINTEK	46	–	–	–	46	–
National Development Agency	–	6	–	–	–	–
National Heritage Council	65	173	–	–	65	–
National Research Foundation	–	–	–	–	–	–
SABC	50	–	–	–	–	–
SALGA	–	6	–	–	–	–
The SA National Roads Agency	–	269	–	–	–	–
South African Revenue Service	1 790	1 122	–	–	–	995
State Information Technology Agency (SITA)	76	–	–	–	76	–
The Universal Service and Access Agency of SA	–	910	–	–	–	–
The Water Research Commission	890	–	–	–	286	–
Wholesale and Retail SETA	699	–	–	–	–	–
Total	7 030	4 904	50	0	1 688	1 391

Notes to the annual financial statements

continued

for the year ended 31 March 2007

29. Related parties (continued)

National government business enterprises

	Services rendered		Services received		Amount due from	
	2007 R'000	2006 R'000	2007 R'000	2006 R'000	2007 R'000	2006 R'000
CSIR – African Advanced Institute for Information	35	–	–	–	–	–
CSIR – BioSciences	20	–	40	–	–	–
CSIR – Built Environment Unit	573	64	–	–	574	73
CSIR – Defence, Peace, Safety & Security	90	72	–	–	90	81
CSIR – Environmentech Pretoria	134	48	–	244	134	–
CSIR – Natural Resources and the Environment	31	–	156	–	–	–
Total	883	184	196	244	798	154
<i>Provincial public entities</i>						
Eastern Cape Socio-Economic Consultative Council (ECSECC)	315	–	–	–	158	–
Total	315	0	0	0	158	0
Grand total	8 228	5 088	246	244	2 644	1 545

Notes to the annual financial statements

continued

for the year ended 31 March 2007

30. Prior period error

The prior year figures have been adjusted with the correction of an error.

The HSRC did not comply with the requirements of IAS16 in previous years, relating to:

- The assessing of useful lives and residual values of property, plant and equipment at the end of each financial year
- Dividing property into major components

The HSRC has now adopted this policy and the comparative figures for 2006 have been restated to reflect the correction of this error.

	R'000
The effect of this error is as follows:	
Adjustment against opening retained earnings 1 April 2005:	7 529
Increase/(decrease) in accumulated depreciation 1 April 2005:	(7 529)
Lifts	87
Telephone system	38
Fixtures	2
Building	(2 655)
Leasehold property	(292)
Motor vehicles	(69)
Office equipment	304
Computer and other equipment	(4 620)
Software	(324)
Increase/(decrease) in depreciation 31 March 2006:	(1 278)
Lifts	87
Telephone system	38
Fixtures	2
Building	(527)
Leasehold property	(15)
Motor vehicles	(247)
Office equipment	(708)
Computer and other equipment	245
Software	(153)
Increase/(decrease) in accumulated depreciation 31 March 2006:	(8 807)
Lifts	174
Telephone system	76
Fixtures	3
Building	(3 214)
Leasehold property	(275)
Motor vehicles	(316)
Office equipment	(404)
Computer and other equipment	(4 375)
Software	(477)
Disposals and adjustments	1
Increase/(decrease) in revalued values of property 31 March 2006:	0
Lifts	1 922
Telephone system	441
Fixtures	29
Building	(3 224)
Leasehold property	832

Notes to the annual financial statements

continued

for the year ended 31 March 2007

31. Contingent liability

The HSRC and the Department of Public Works are currently negotiating the operating lease for the rental of office space (Refer to Note 9). The related improvements in terms of the operating lease will be determined upon the signing of the binding, non-cancellable operating lease agreement. No reliable estimate is available for the expenditure expected to be incurred in terms of the agreement.

Report of the Human Sciences Research Council (HSRC) Audit Committee – 2006/07

We are pleased to present our report for the financial year ended 31 March 2007.

Audit Committee responsibility

The Audit Committee reports that it has complied with its responsibilities arising from section 38 of the Public Finance Management Act, 1999. This report has been prepared according to the Treasury Regulations for public entities issued in terms of the PFMA and promulgated in Gazette 7372 on 25 May 2002. The HSRC is listed as a national public entity in Schedule 3A of the Act.

Audit Committee members and meetings

The entity's accounting authority, the HSRC Council, appointed the present Audit Committee members on 23 November 2006. During the year under review (2006/07) the Committee consisted of Messrs SM Pityana (Council member and Chairperson), T Makwetu (Council member and Chairperson until July 2006) and R Page-Shipp (specialist member), Professor WE Morrow (Council member), and Ms R Xaba (specialist member). The accounting officer of the HSRC, Dr O Shisana (CEO and Council member) is an *ex-officio* member of the Audit Committee.


The Audit Committee met on 11 May 2006, 25 July 2006, 16 November 2006 and 15 February 2007. In addition to the above members, persons attending Committee meetings by standing invitation include the Internal Auditor, the Chief Financial Officer and Chief Risk Officer, and representatives of the Auditor-General and its agent. Where necessary, the Committee met separately with external and internal auditors.

The effectiveness of internal control

The system of internal control is effective as the various reports of the Internal Auditors, the Audit Report on the Annual Financial Statements, and the management letter of the Auditor-General have not reported any significant or material non-compliance with prescribed policies and procedures.

Evaluation of Financial Statements

The Audit Committee has reviewed the Annual Financial Statements of the HSRC (including the Council's Report), the Report of the Auditor-General and periodic reports submitted to the Audit Committee by the Internal Audit section of the organisation. In the context of our understanding, the Committee is satisfied that the major financial risks of the entity are appropriately managed and that the financial statements are a fair reflection of the HSRC's activities in the last fiscal year. The Audit Committee concurs and accepts the conclusions of the Auditor-General 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.



Sipho M Pityana

*Chairperson of the Audit Committee
Human Sciences Research Council*

Pretoria
31 July 2007

