

What we do

The HSRC

- supports development nationally, in the region and in Africa,
- by conducting applied social-scientific research projects and co-ordinating research programmes that are
 - large-scale
 - collaborative
 - policy-relevant
 - user-driven
 - public sector-orientated

How we do it

The HSRC conducts its activities in accordance with a five-part "COUPE" strategy:

- Increasing **contract** research earnings in line with an annual target
- Undertaking assertive **outreach** to tertiary institutions and research **NGOs**
- Focusing its research **programmes** on the needs of users
- Enhancing **performance** in line with individual and organisational goals
- Achieving **excellence** in research through scholarship, debate and professional engagement

Navigating through this report

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HSRC Council



Prof. Jakes Gerwel (Chair)

Chancellor, Rhodes University. Distinguished professor, UCT and UWC. Board member of Naspers and Old Mutual. Chair of the Nelson Mandela Foundation



Dr Mark Orkin

HSRC President and CEO



Dr Nolulamo Gwagwa

Chief Executive Officer, Independent Development Trust.



Mrs. Nonhlanhla Jordan

Senior lecturer, Department of Sociology, University of Transkei.



Dr Vincent Maphai

Director Corporate Affairs, SA Breweries Ltd. Chair, SABC Board.



Mr Enver Motala

Attorney and independent consultant for prominent institutions such as the Kellogg Foundation, CSIR, CHE, SAUVCA, CEPD and DTI.



Mrs Phumelele Ntombela-Nzimande

Deputy Director-General, Postal Policy, Department of Communications.



Mr Max Sisulu

Deputy Chief Executive Officer, Denel (Pty) Ltd.



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From the Council Chair

In the year under review the HSRC continued to pursue in a very focused way its plans for organisational transformation, growth, development and consolidation.

The principled and systematic interaction and engagement between the senior management and the Council resulted in the formulation of development plans that Council could with comfort take responsibility for. The quality of reporting and the creation of mechanisms for non-executive scrutiny and involvement allowed Council to keep abreast of the implementation process and make critical inputs as that process unfolds.

This relationship between Council and the President and senior management had been one of the exemplary features of the operation of the HSRC. The President commissioned a risk management audit that was presented to Council, ensuring that it was informed about and could debate the key issues and areas affecting its fiduciary responsibilities and obligations. Council meetings are deliberately and carefully structured to allow for comprehensive yet digestible reporting on the key areas and issues within the responsibility of Council.

The Audit Committee plays a crucial role in assisting management and Council to jointly oversee and monitor corporate governance and establish traditions of best practice; and we need to express our appreciation to the chairperson and members of that committee.

Council also has ample opportunity to inform itself of and to make inputs into the core work of the HSRC. A Research Committee has been established through which Council members could interrogate and help shape the broad policy framework within which the research activities of the organisation take place. The full Council is systematically briefed on both the proposed research programme and the outcomes of research undertaken.

The HSRC under the leadership of Dr Mark Orkin has assembled an impressive and intellectually exciting group of research leaders and researchers who are now also located in different centres around the country. Part of our performance agreement with Dr Orkin refers to the need to transform the organisation both with regards to the racial and gender demographics of participation and the intellectual substance of the work undertaken. The HSRC has become a vibrant centre of intellectual work in our national life and increasingly a representative South African organisation.

A marked feature of the success of the "new HSRC" has been the almost dramatic increase in earnings and income from contract research. This has substantially improved the financial situation of the organisation and has given it the space and scope to innovate and to do social science that makes a difference, as its motto runs. More importantly even is that the contract and commissioned work it acquires is fast establishing the HSRC as a significant scientific and research presence intimately and actively engaged in the transformation, reconstruction and development of a society in one of the most challenging processes of transition.

The relationship, and balance, between contract and commissioned research on the one hand and more fundamental enquiry on the other continues to occupy the mind of Council. It is recognised that if our research is to make a difference to aspects of national life it must be responsive to the needs of users and to relevant and topical social issues. At the same time a national research body should provide the space and capacity for reflection on and exploration of more fundamental underlying trends and principles.

A society in transition is probably more vulnerable to the danger of having its intellectuals so engaged with the immediately urgent issues that the development of a body of reflexive and critical theory could be postponed. Council continues to remind that transition does not mean transience, and is satisfied that the work of the HSRC does in fact strive to strike that balance between addressing immediate issues and developing a theoretically informed understanding of our society.

The very good relationship between the HSRC and the Minister of Arts, Culture, Science and Technology, Dr Ben Ngubane and Deputy Minister Brigitte Mabandla, continues to be a source of strength for the organisation. The Ministry and Department lend assurance that the government takes science and research very seriously and that encourages the HSRC in its attempts to contribute meaningfully to our national life. We express our appreciation to the Minister, Deputy Minister and Director-General.

We must congratulate Dr Orkin and his entire staff for the quality and volume of their work and for the tangible enthusiasm with which they plan and execute that work. And, finally, my thanks to the members of the Council for their commitment to the organisation and for overseeing its well-being.

G J Gerwel
Chairman



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From the CEO

In 2000 the HSRC set itself the goal of comprehensive transformation, towards "social science that makes a difference". The new conception of the research groups, and the restructuring of support services initiated soon afterwards, have been successfully implemented during 2001/02, guided by the five aims of the COUPE strategy: contracts, outreach, user-orientation, performance management, and excellence.

As in the previous year, research earnings have roughly doubled. This has enabled the eleven research programmes to expand their staff and their services to users. HSRC projects are increasingly integrated into comprehensive packages, funded for several years. Most are now handled collaboratively with other institutions, and many are conducted in the region as well as in South Africa.

The restructuring of the administration has been completed, following a comprehensive redefinition of jobs and functions. Senior recruitment and the design of integrated systems are well under way, towards providing compact and modern management services for the burgeoning research activity.

I shall briefly outline these major developments below. The subsequent few pages contain highlights of research activities. More detail may be found in the separate sections on each research programme. The organisational transformation process is fully described in the Council's report preceding the financial statements.

Gains from transformed research orientation

A key ingredient in transforming the HSRC has been the radical re-orientation of its research structures, into flexible and interdisciplinary research programmes. Initially called new priority areas or NPAs, the programmes are aligned to national development challenges and responsive to user needs. They are listed on p. 6 with their acronyms, and their specialists on pp. 8 and 9.

Eight programmes were envisaged but eleven have proved necessary, to cover public sector-oriented research needs in areas such as health, education, families, rural development, employment, governance, and social integration. The users and funders of the research are an impressive mix of local and national departments, public sector entities, and overseas or South African foundations.

All eleven executive directors of the programmes were in place by the end of the financial year. By March 2002 the research complement had increased from 60 to 99, predominantly by recruiting specialists able to manage projects. The percentage of researchers with doctorates increased from 26% to 44%, and of black researchers from 40% to 45%. Some senior researchers hold co-appointments with tertiary institutions or NGOs, or serve on advisory councils, and three have been Ministerial advisers.

With this greatly enhanced capacity, backed by fortnightly meetings to identify opportunities, research earnings in the period nearly doubled from R16m to R28m; and a further R18m was contracted for future work.

The majority of projects are now done in partnerships among the HSRC research programmes, and with researchers in NGOs, technikons, universities, and other science councils.

For example, to study interventions regarding orphans and vulnerable children, the HSRC programme on Social Aspects of HIV/AIDS and Health (SAHA) is working internally with Child, Youth and Family Development (CYFD), and externally with several university departments and non-governmental organisations in three countries. At the same time, SAHA has joined the HSRC programme on Integrated Rural and Regional Development (IRRD) on the impact of AIDS on rural enterprises, while CYFD is working with IRRD on human-rights indicators for the Western Cape government; and so on.

HSRC's selected key performance indicators	End - 2000/01 performance %	End - 2001/02 target %	End - 2001/02 performance %	End - 2002/03 target %
Contracts and grants: research earnings as a proportion of total research income	21	31	31	42
Outreach: proportion of projects with external researcher participation	22	26	61	60
User-orientation: successful proportion of competitive applications, as at May	24	29	32	34
Performance (equity): proportion of black researchers	40	47	45	54
Performance (efficiency): proportion of researchers in total staff	30	50	52	60
Excellence: number of refereed journal articles per researcher head, expressed as %	23	40	25	50

In addition to this flexible networking among researchers, the HSRC is also weaving projects into large-scale ventures, often spanning several years. For example, related aspects of higher education - including private institutions, relationships with industry, and student choice - are being studied by the Human Resources Development research programme together with partner agencies, supported over three years by DACST and international foundations. And SAHARA (the Social Aspects of HIV/AIDS Research Alliance) is an HSRC-organised platform by which numerous organisations researching aspects of AIDS, can improve the impact of their efforts throughout Africa.

The other HSRC research programmes are also reaching out vigorously to SADC and the rest of Africa, as part of the knowledge infrastructure that will be required by NEPAD. Some of the linkages, usually in the form of research collaborations and multi-site studies, are illustrated in the map on p.7. The HSRC is part of the attempt by science councils to make an integrated science-and-technology contribution to NEPAD, and to the national strategy for research and development.



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These rapid advances impose fresh demands on the organisation. On the output side, the HSRC has lately moved to a blend of web publishing and outsourced digital printing to improve dissemination, and a directorate of communications has been set up. On the input side, induction and professional development schemes still have to be systematised for new researchers, including skills such as project management and an improved study support scheme.

Among the HSRC's users there is a growing demand for a further research programme, in the monitoring and evaluation of policies and interventions. Assessment Technology and Educational Evaluation provides this service in the educational domain. But HSRC researchers already doing this work in other domains need methodological support and co-ordination.

Restructuring of management services

To provide suitable management information and support services for this rapid expansion of activities and earnings, the transformation strategy recognised that a simplified, integrated, and high-tech administration would be required.

Early in 2001/02 the new positions and functions were conceived and the restructuring process established, in extensive consultations with the staff association. The plans were finalised by the Council in May 2001, and then carefully implemented. The process is described in the Council's report, on pp. 62 to 75. The overall effect was that the proportion of administrative staff decreased over the period from 70% to 48%.

Of 136 administrative staff, 27 sought voluntary severance and 37 were retrenched. Subsequent recruitment, towards a planned complement of 93, has improved the proportion of black staff in the administration from 49% to 58%, and of women in senior administrative posts from 57% to 62%.

Substantial new offices were opened during 2001/02 in Cape Town and Durban, housing four of the research executive directors, and there are sites in Port Elizabeth and Bloemfontein. A video-conferencing system has been set up, and a new nationally-connected switchboard is to be installed.

The control of resources has been devolved to the research programmes, which have to be kept informed and equipped. After a review of business processes, a complete upgrade and integration of the management information systems is envisaged, followed by a knowledge management system.

Attentive corporate governance

The risks in a far-reaching turnaround place extra demands on the governance structures of the organisation. Members of Council led by the chair, Professor Jakes Gerwel, supervised the transformation policy, helped select every executive director, and reviewed the strategic cycle, from research plans through budgets to performance indicators. The Audit Committee, chaired by Mr Sikkie Kajee, initiated a timely risk analysis, and is monitoring the management improvements.

Minister Ben Ngubane and Deputy Minister Brigitte Mabandla of Arts, Culture, Science and Technology and their officials offered stimulating counsel. The National Advisory Council on Innovation and the Parliamentary Portfolio Committee put some far-reaching suggestions.

The HSRC is accountable to these and other stakeholders. I previously undertook to present each year six quantitative performance indicators most relevant to our COUPE strategy, selected from those furnished annually to DACST. These are shown in the table above.

It is pleasing that in four respects - contracts, outreach, user-orientation and the efficiency aspect of performance - the HSRC met or exceeded its specified targets. One target was narrowly missed, the intended proportion of black researchers. The notable shortcoming was scientific articles published in refereed journals. The figure should improve, since new specialist appointees are held to an article a year. However, taken together, these two items underline the importance of capacity-building as an intrinsic aspect of tackling South Africa's challenges through research.

Mark Orkin
CEO: HSRC

Executive Directors



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ATEE

Assessment Technology and Education Evaluation

Dr Anil Kanjee

DEd, University of Massachusetts

Education assessment techniques, policy development and school improvement strategies



CS

Corporate Services

Mrs Roshani Rampersadh

BSc (University of Natal), B.Com (Unisa)

Human capital management, change management, and financial modeling



CYFD

Child, Youth and Family Development

Prof. Linda Richter

PhD, University of Natal

Well-being of children, youth and family and related policy development



D&G

Democracy and Governance

Prof. Roger Southall

PhD, University of Birmingham

Political studies, labour market analysis, development strategy and policy assessment



EEPR

Employment and Economic Policy Research

Dr Miriam Altman

PhD, University of Manchester

Employment policy, industrial development, labour market policy



EPR

Educational Policy Research

Dr Mokubung Nkomo

DEd, University of Massachusetts

Education policy development, especially international comparative education, multi-cultural education and the political economy of education in SA



HRD

Human Resources Development

Dr Andre Kraak

DPhil, University of the Western Cape

Labour markets and economic analysis, technical and higher education and skills development



IRRD

Integrated Rural and Regional Development

Mr Mike de Klerk

MA, University of Cape Town

Rural development policy, land issues and agricultural economics

KM

Knowledge Management



Dr Michael Kahn
PhD, University of London, UK
Policy analysis, project design and evaluation in science and technology



SAHA
Social Aspects of HIV/AIDS and Health
Dr Olive Shisana
ScD, Johns Hopkins University
HIV/AIDS, reproductive health and transformation of health care systems

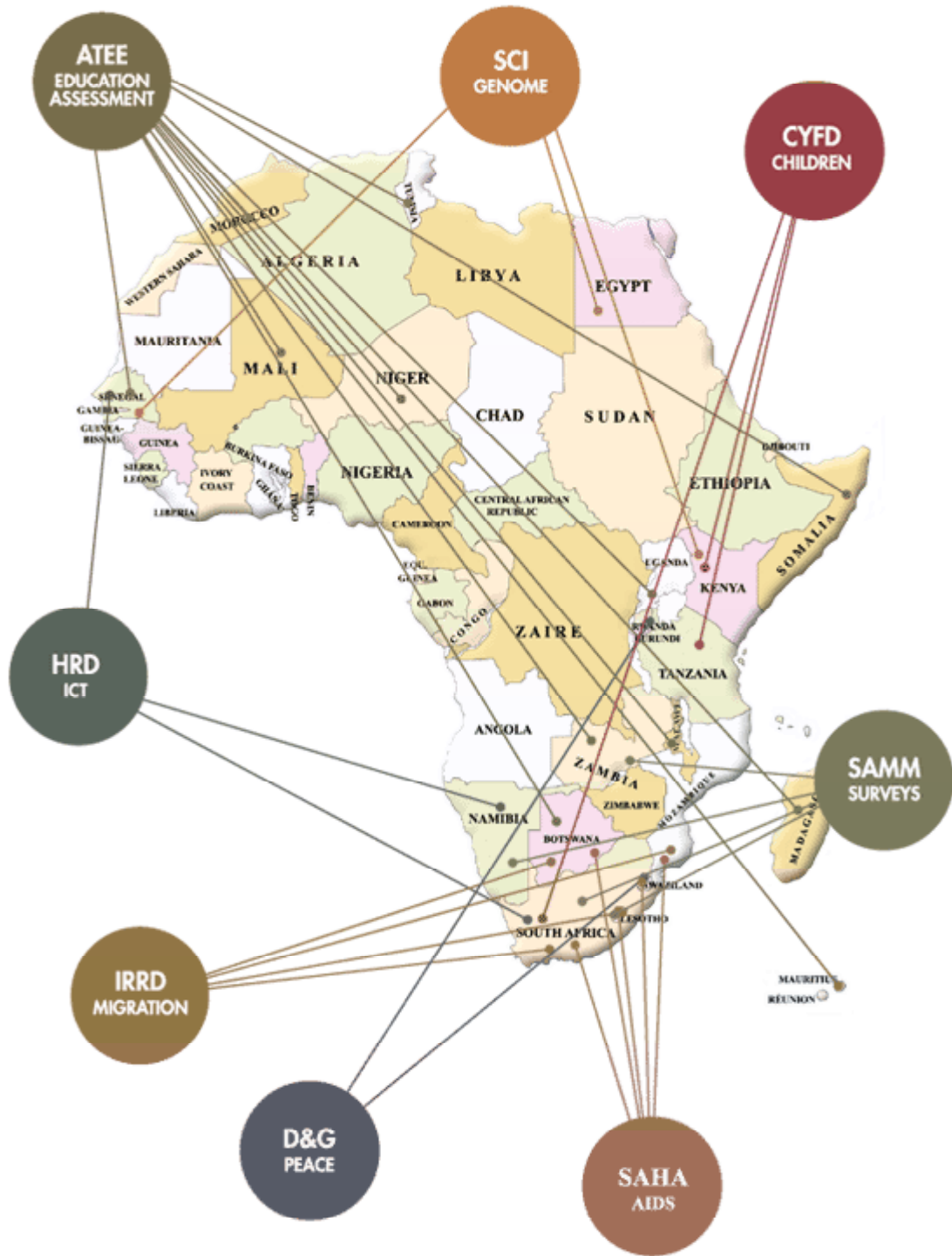


SAMM
Surveys, Analyses, Modelling and Mapping
Dr Udesb Pillay
PhD, University of Minnesota
Urban and political geography, local government reform and economic development



SCI
Social Cohesion and Integration
Dr Wilmot James
PhD, University of Wisconsin-Madison
Comparative race relations, democratic politics and migration patterns

Collaboration in Africa



Specialist Researchers - July 2002

A - C | D - H | K - M | N - W



Prof. Korwa Adar

PhD, University of South Carolina, USA

D&G - International relations theory, foreign policy, international law and organisation, African international relations, comparative politics



Dr Michael Aliber

PhD, University of Michigan

IRRD - Public policy, micro-finance, land reform, poverty reduction and sustainable development, small-scale, farmer development and monitoring and evaluation



Prof. Acheampong Amoateng

PhD, Brigham Young University

CYFD - Family sociology/demography



Dr Doreen Atkinson

PhD, University of Natal

D&G - Local governance, integrated government relations, rural development, water sanitation, institutional studies, integrated development planning



Dr Azeem Badroodien

PhD, University of the Western Cape

HRD - Further and higher education and training, industrial schools



Prof. Arvin Bhana

PhD, University of Illinois at Urbana-Champaign

CYFD - Adolescent development, risk-taking behaviour related to HIV/AIDS, substance abuse and other youth-related problem areas



Mr William Blankley

MBA, University of Cape Town

KM - Science and technology (S&T) policy analysis, S&T indicators, R&D and innovation surveys, strategic planning, feasibility studies, public understanding of science



Dr Oumar Bouare

PhD, New School University, New York

SAHA - Economics of globalisation and HIV/AIDS



Dr Heather Brookes

PhD, Stanford University, USA

CYFD - Anthropological linguistics, young people's social relationships



Dr Stephen Chandiwana

PhD, University of Zimbabwe

SAHA - Public health, population epidemiology, malaria, HIV/AIDS, health systems, policy, health research and capacity development



Prof. Linda Chisholm

PhD, University of the Witwatersrand

EPR - Education policy, curriculum and assessment, gender and education, education and development



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Prof. David Chidester

PhD, University of California, Santa Barbara, USA

SCI - Comparative religion, religion education and religion, ethics, and society



Dr Nicolaas Claassen

DLit et Phil, Rand Afrikaans University

ATEE - Development of psychological tests



Mr Michael Cosser

MA, University of the Witwatersrand

HRD - Higher education, quality assurance, student tracer studies, SAQA and NQF



Ms Catherine Cross

MA, University of Michigan

IRRD - Rural and urban development, household economy, rural finance

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Specialist Researchers - July 2002

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Prof. John Daniel

PhD, State University of New York, USA

D&G - Political economy, human rights and transitional justice



Ms Efua Dorkenoo O.B.E

MSc, London School of Hygiene & Tropical Medicine, UK

SAHA - Women and community health, socio-cultural practices and health, violence against girls and women, gender and human rights, HIV/AIDS



Dr Scott Drimie

PhD, University of Cambridge, UK

IRRD - Regional land issues and rural development policies



Mrs Rènette Du Toit

MA, Rand Afrikaans University

EEPR - Career psychology, vocational identity, skills development, labour market analysis



Dr Tony Emmett

PhD, University of the Witwatersrand

CYFD - Social and development issues, youth risk behaviour, crime prevention and participatory development



Dr Johan Erasmus

DPhil, Potchefstroom University

EEPR - Labour market research and skills development



Ms Jeanne Gamble

MPhil, University of Cape Town

HRD - Technical education and skills development, vocational knowledge, further education and training



Dr Mthobeli Guma

PhD, University of North Carolina, USA

SAHA - Anthropology and sociology related to HIV/AIDS, indigenous knowledge systems, HIV/AIDS and health, maternal and child health



Prof. Adam Habib

PhD, City University of New York

D&G - Politics, democratic transitions, state-civil society relations and institutional information



Mr Adrian Hadland

MLitt, University of Oxford, UK

SCI - Media and society, democracy, governance, political economy



Dr Gerard Hagg

DLit et Phil, University of South Africa

SCI - Infrastructure development in the arts sector, community participation in development, community water supply and arts service delivery



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Mrs Elsje Hall

MA, Rand Afrikaans University

EEPR - Labour market trends, workforce needs, changes in the workplace, sector skills analysis, impact of HIV/AIDS on the health sector



Dr David Hemson

PhD, University of Warwick

IRRD - Public service delivery, social issues, policy impact assessment



Mr Craig Higson-Smith

MA, University of Natal

CYFD - Youth and violence, traumatic stress, child abuse and protection



Dr Lynette Hlongwane

DEd, Columbia University, USA

CYFD - Gender issues, education, language and development



Dr Gregory Houston

DPhil, University of Natal

D&G - Political history, democracy and governance



Mr Richard Humphries

MA, Rhodes University

IRRD - Sub-national government and public policy-making dynamics

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Specialist Researchers - July 2002

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Mr Godwin Khosa

MM, University of the Witwatersrand

ATEE - Management of educational improvement projects in South Africa and neighbouring states



Dr Mbithi wa Kivilu

PhD, University of Alberta, Canada

SAMM - Data management and statistical analysis, educational and psychological assessment modeling



Dr Pieter Kok

PhD, University of Pretoria

IRRD - Migration studies, internal migration and decision-making processes



Dr Glenda Kruss

DPhil, University of Ulster, N Ireland

HRD - Comparative education



Dr Jane Kvalsvig

PhD, University of Natal

CYFD - Early child development, problems of children living in poverty: nutrition, parasites infections, early education



Mr Kakoma Luneta

MA, University of Sussex, UK

ATEE - Mathematics and science education, teacher education and mentorship and education research methodologies in mathematics and science education and assessment



Mr Mahlubi Mabizela

MEd, University of the Western Cape

HRD - Public and higher education, comparative higher education, higher education policy and human resources development



Mr Botshabelo Maja

MEd, University of the Witwatersrand

HRD - General and further education and training, research methods and project management



Mr Xola Mati

MA, University of Stellenbosch

ATEE - Language policy, planning and implementation models in bilingual education



Prof. Simphiwe Mini

PhD, University of Fort Hare

IRRD - Land issues, environmental impact assessment



Mr A. Lebusa Monyooe

MEd, University of the Witwatersrand

ATEE - Education and teaching, curriculum design and policy development and teacher education



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Dr Seán Morrow

DPhil, University of Sussex, UK

EPR - Education policy and SA's historical inheritance, especially
homelands, HBUs, education in exile

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Specialist Researchers - July 2002

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Ms Sanusha Naidu

MA, Staffordshire University

IRRD - Globalisation and democratisation research, the political economy of Africa



Dr Andrew Paterson

PhD, University of Cape Town

HRD - Education indicators, information and communication technology (ICT) in schools



Mr Cas Prinsloo

MA, University of South Africa

ATEE - Assessment theory, education evaluation, psychometrics, research methodology



Mr Moses Ralinala

MA, University of Pretoria

D&G - Public policy and service delivery, librarian history, and South Africa's regional policy approach



Dr Vijiyaluxmi Reddy

DEd, University of Durban-Westville

ATEE - Science education, research methodology, life history methodology, policy issues and public knowledge production



Ms Maxine Reitzes

MA, University of Sussex, UK

D&G - Civil society, migration, local governance, social transformation



Ms Marlene Roefs

MA, PhD candidate (Free University, Amsterdam)

D&G - Participation in collective behaviour, political and organisational transformation, local governance



Prof Leickness Simbayi

DPhil, University of Sussex, UK

SAHA - Biological aspects of psychology, applied health psychology, HIV/AIDS and traditional healing



Mr Xola Mati

MA, University of Stellenbosch

ATEE - Language policy, planning and implementation models in bilingual education



Dr Hilary Southall

PhD, University of Birmingham

SAHA - Social aspects of HIV/AIDS and Health, operations research, health systems, statistics



Dr Grove Steyn

DPhil, University of Sussex, UK

EEPR - Industrial analysis, economic regulation, reform of infrastructure industries, energy policy, science and technology policy



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Mrs Jare Struwig
MA, University of Pretoria
SAMM - Surveys, research methodologies



Prof. Leslie Swartz
PhD, University of Cape Town
CYFD - Culture and mental health, community psychology, psychodynamics and health care, infant mental health



Mr Johan Van Zyl
BA Hons, University of Pretoria
IRRD - Analytical demography, field surveys, data analysis



Dr Christine Varga
PhD, University of Pennsylvania, USA
CYFD - Reproductive health issues, adolescent sexuality, HIV/AIDS, gender-based abuse, mother to child HIV transmission, AIDS-related stigma and disclosure



Ms Jocelyn Vass
MA, University of Manchester, UK
EEPR - Labour market analysis, income distribution, workplace changes, survey data analysis



Dr Ingrid Woolard
PhD, University of Cape Town
SAMM - Poverty, inequality and labour markets

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Highlights

In delivering "social science that makes a difference", the eleven research programmes of the HSRC are engaged in a great variety of projects and programmes, in South Africa and the region. They serve diverse users, especially in the public sector, and are supported by funds from many local and international sources as well as Parliament. The highlights in these four pages illustrate this diversity. More examples and details may be found in the sections for each research programme.



Assessment Technology and Education Evaluation (ATEE)

- A model to evaluate the performance of learners at the end of Grade 3 and to provide support to their teachers was developed by the ATEE programme for the Assessment Modelling Initiative, and implemented in four provinces. This is a R7.5 million contract from the US Research Triangle Institute.
- A five-year school intervention programme, called the Quality Learning Project, is funded by the Joint Education Trust. It is aimed at improving learner performance by providing relevant skills and expertise to district officials, school management teams and educators. Phase 2 is in the process of implementation.
- The effective teaching and learning of mathematics and science, and building up the capacity to do so, is at the heart of the Assessment of Maths and Science in Africa (AMASA) initiative, co-ordinated by the programme and funded by UNESCO. It involves 12 African countries.
- As a quality assurance initiative, systemic evaluation for mainstream schools is being implemented by ATEE under the leadership of the Department of Education's Chief Directorate: Quality Assurance, in partnership with the provincial education departments and a consortium of service providers.
- ATEE was commissioned by the Commonwealth Secretariat to evaluate a schools improvement programme in the Seychelles.

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Child, Youth and Family Development (CYFD)

- Routine and discipline at schools protected girls from abuse, according to a CYFD study for UNICEF which investigated gender-based violence in schools and communities. Researchers worked with community-based research and intervention programmes, including KwaZulu-Natal Survivors of Violence. The results have been a catalyst for several major initiatives.
- The CYFD programme and collaborators are conducting a five-year study to assess the impact of a family-based intervention programme in fostering the mental health and psychosocial development of young people. The US National Institute of Mental Health funds the study.
- As part of an overall approach towards increasing protection and care, the programme assessed the potential to develop care work as a job opportunity. This research was completed for the economic sector of the Alexandra Renewal Project and will address unemployment and simultaneously meet the needs of people for affordable and sustainable care.
- In co-operation with other African countries, CYFD is working with a multi-national team on Pemba Island, Zanzibar, to measure the effects of zinc and iron supplementation on the motor and language development of infants.
- CYFD was contracted by UNICEF to study the dynamics of preventing mother-to-child HIV/AIDS transmission in rural and urban areas of Limpopo province.

Democracy and Governance (D&G)

- Research was completed for Gauteng Housing Department on the better implementation of its policy and programmes. External consultants collaborated in the project.
- After the 2000 municipal elections, the D&G programme embarked on a study of voting behaviour on behalf of the Independent Electoral Commission. The study consisted of a review of the existing data, a national survey of adult groups, and a series of focus groups. It was primarily aimed at a better understanding of the dynamics of voter behaviour and voter participation trends in particular.
- D&G published several collections of essays on economic transformation, civil society, public participation, African identities, and Lesotho politics.
- The implications of integrated development plans for municipal administration are being studied in a contract for the Northern Cape government.

Employment and Economic Policy Research (EEPR)

- EEPR and Mintek are collaborating on a sustainable development programme examining opportunities for innovation and diversification that are offered by South Africa's resource base. This project focuses on the mining inputs cluster, but will be applicable to any resource-base cluster.
- The programme is working with the Mpumalanga provincial government to build its metals and petrochemicals sectors. The project involves research, capacity building of government officials and informing the building cluster itself.
- A project to improve information on the prevalence of HIV/AIDS in critical economic sectors will enable more accurate assessments of public and private interventions to mitigate the impact of HIV/AIDS on industry and workers.
- The Department of Labour commissioned an investigation into the appropriate roles of public and private providers of employment services and international models for employment services. The submission forms the basis for the forthcoming Green Paper on employment services.
Education Policy Research (EPR)
- A comparative case study, funded by the Ford Foundation, is investigating the developmental framework linking two rural-based universities - University of Fort Hare and University of the North - to their respective socio-economic habitats. The intention is to enable these institutions to respond to their geographical isolation and structural dislocation.
- The role of NGOs in increasing primary access and quality education in South Africa is being studied by EPR in a collaborative project funded by USAID, to complement similar studies in other African countries.
- In collaboration with universities and NGOs, a study is being formulated to examine the contribution of schooling to democratisation and other values in the constitution.

Human Resources Development (HRD)

- The core project for research into HRD is funded by a DACST grant of R5 million for three years. It is producing a biennial directory analysing key developments in this area, as well as a cross-sectoral data warehouse to help information-based decision making.
- A study of private higher education, funded by the Ford Foundation, provided a detailed qualitative description and typology of such institutions. The resulting research papers were presented by researchers, including international consultants, at a colloquium in April 2002.
- The HRD programme conducted the first large-scale study of the factors affecting student choice behaviour in the South African education system, based on the responses of 12 000 Grade 12 learners across all nine provinces.
- The programme collaborated with the EPR programme in producing a 14-chapter document regarding the sector skills plans of the Education Training and Development Practices SETA.
- A study on the linkages between industry and higher education, funded by the Carnegie Corporation, will focus on biotechnology, new materials, and IT, as identified in the national R&D strategy.

Integrated Rural and Regional Development (IRRD)

- With the Surplus Peoples Project and in consultation with the Department of Land Affairs, a project of IRRD is documenting and evaluating the wide and growing range of joint ventures involving farmers and their employees in South African agriculture.
- Designed to put available knowledge to work more productively towards poverty reduction, the Southern African Regional Poverty Network (SARPN) is now in its second year of operation, supported mainly by funding of about R5 million from the British Department for International Development. Events have included workshops in South Africa, Angola and Mozambique. SARPN's website (www.sarpn.org.za) was launched in February 2002.
- An assessment of the Water and Sanitation programme of the Department of Water Affairs and Forestry, focusing on KwaZulu-Natal, involves a process of participative consultation with communities.
- A three-year survey-based project on migration is at mid-stage to describe and analyse population migration as a basis for modeling future movements.
- IRRD completed a project focusing on improving public micro-financing in three SADC countries for the WK Kellogg Foundation.

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... Highlights

Knowledge Management (KM)

The KM programme of the HSRC is actively engaged in supporting the DACST National Research and Development Strategy through three related projects that will inform the working of the National System of Innovation.

- The largest of the projects, the national R&D survey, quantifies the extent of activity devoted to scientific R&D and will form the baseline for the construction of a reliable time series. Funded by DACST, it will survey government, parastatal, higher education, business and non-profit organisations.
- The second project, the survey on the mobility of R&D workers, covers not only emigration and immigration of workers but also their movement and circulation within the country. This study is funded by NACI.
- A further NACI study on utilisation of research findings entails the careful construction of a set of case histories of publicly funded research projects to examine the extent to which they have influenced policy.

Social Aspects of HIV/AIDS and Health (SAHA)

- SAHA's 2002 national survey on HIV/AIDS behavioural risks, HIV status, and mass media impact is the first national household survey on this aspect of the epidemic. The HSRC study, funded by the Nelson Mandela Foundation, the Nelson Mandela Children's Fund, and the Swiss Agency for Development and Corporation, will provide South Africa with its first empirical estimate of the true extent of the HIV/AIDS epidemic.
- The programme established the Social Aspects of HIV/AIDS Research Alliance (SAHARA) in August 2001. It has become a broad-based research network throughout Africa, with a flexible alliance of research partners committed to conducting and supporting quality research necessary for urgent implementation.
- The study on the impact of HIV/AIDS on the health sector is a joint project between SAHA and the National School of Public Health, MEDUNSA. Funded by the US Centers for Disease Control, it incorporates five separate studies. A progress report on Gauteng was presented to the Department of Health.
- The WK Kellogg Foundation funded a study to provide information on the HIV/AIDS problem in the SADC region, and to clarify the impact of policies on community-based intervention. In this three-country, five-year project, SAHA, with the support of CYFD, conducts research-driven HIV/AIDS interventions focused on orphans and vulnerable children together with implementing agencies.
- The Gauteng government has funded the programme to do the site assessments and evaluations required to expand its programme of preventing mother-to-child HIV/AIDS transmission.

Surveys, Analyses, Modelling and Mapping (SAMM)

- SAMM has created, with the help of consultants, an accurate and complete national "master sample", guided by statistics gathered from the census 2001 data set. This makes it possible to visit and interview households on successive occasions, thereby conducting longitudinal analysis. The project was partly funded by the Swiss Development Corporation.
- The programme, with the Department of Social Development, completed a full audit of all pension pay points in the country. The aim was to establish their current condition so that the Department could identify budget priorities for future development.
- A study on domestic tourism in South Africa was completed for SATOUR and the Department of Environmental Affairs and Tourism to support the development of relevant strategies and policies.
- A project funded through DACST's SADC Science and Technology Fund will determine the availability of small-area census information in SADC countries, and test how cost-effectively it can be captured into a geographical information system.

Social Cohesion and Integration (SCI)

- The Africa Human Genome Initiative is a partnership between the HSRC, the Academy of Science of South Africa and the Sustainability (formerly Spier) Institute. A first product, Science, evolution and schooling, gives an account of the history and current status of Darwinism and the teaching of human biology at South African schools. Another project, on Genetics, African history and archaeology, focuses on the implications of DNA-based genomic research findings for an understanding of the origins, diffusion and naming of human



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populations in Africa.

- A study by SCI on values in education, for the Minister of Education, was the subject of a conference and collected proceedings.
- Social cohesion and globalisation is a research-framing project on South African social, cultural and economic efforts to find new forms of cohesion in the face of public health crises and the challenges of NEPAD and globalisation.
- A comparative analytical study of the lessons that Israel and Palestine can learn from South Africa's negotiating experience will be available from August 2002.

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Assessment Technology and Education Evaluation

Assessment and evaluation are essential services in improving development, and utilisation of resources, in the education and training system, which consumes a massive proportion of the country's budget.

Assessment and evaluation are essential services in improving development and utilisation of resources in the education and training system, which consumes a massive proportion of the country's budget. This research programme provides such expertise, focusing primarily on the school and industrial sector.

The restructuring process within Assessment Technology and Education Evaluation (ATEE) has resulted in the establishment of three directorates: School Reform and Educational Change; Mathematics, Science and Technology Education; and Methodology, Modelling and Analysis. A fourth directorate focusing on language policy and implementation will be established soon.

The programme currently comprises 15 researchers, of whom three have PhDs. There are two vacancies scheduled to be filled in the second half of 2002.

ATEE focuses on:

- conducting relevant assessment and evaluation research in the area of education and training
- the development of new assessment and evaluation technologies
- promoting the field of education (and psychological) assessment and evaluation, developing capacity, enhancing ethical standards and codes of conduct, and developing greater networks

Specific tasks that flow from the above approach include:

- the systemic monitoring and assessment of learning outcomes in education and training
- studies to improve the assessment of the teaching and learning process
- improvement of the assessment of skills, abilities and competencies at the entry and exit points into and from the worlds of work and learning
- the development and use of relevant computer technology to enhance the assessment process
- monitoring and evaluation of transformation and change processes that impact on the education system

Current and recently completed projects

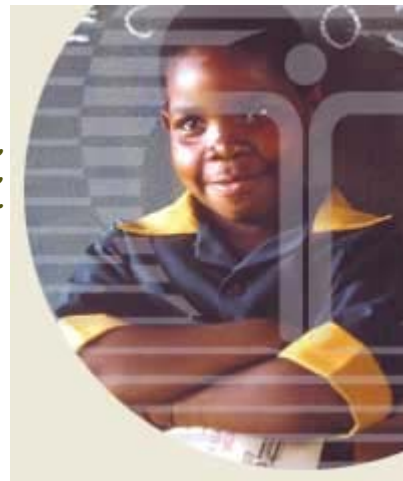
The Assessment Modelling Initiative (AMI) is a R7.5 million contract funded by the Research Triangle Institute, comprising one component of the District Development Support programme. The AMI is based on a two-pronged strategy aimed at evaluating the performance of learners at the end of the foundation phase (Grade 3), and providing support to foundation phase educators through the application of the Assessment Resource Banks. The model for this project was developed by the HSRC and is currently implemented in four provinces, Eastern Cape, KwaZulu-Natal, Northern Cape and Northern Province. The project is scheduled for completion in January 2003.

The Seychelles School Improvement Programme (SSIP) was commissioned by the Commonwealth Secretariat to develop the evaluation capacity of staff within the National Ministry of Education in Seychelles, and to conduct an evaluation of the SSIP. The project began in May 2001 and was completed in April 2002. The evaluation of the SSIP was conducted in all primary schools and involved ministry officials across the different education departments. Training was provided to participants in the areas of instrument development and administration, data entry, cleaning and analysis, and report-writing. The Commonwealth Secretariat and the Seychelles Ministry of Education funded the project.

The Quality Learning Project (QLP) is a five-year school intervention programme aimed at improving learner performance by providing relevant skills and expertise to district officials, school management teams and educators. In 1999, the HSRC was awarded a contract to conduct the evaluation component of this project. In 2000, the baseline study (Phase 1) was conducted while the formative evaluation (Phase 2) is in the process of implementation. The project is scheduled for completion in April 2005.

The objectives of the **Systemic Evaluation Study** are to:

- determine the context in which learning and teaching is taking place
- obtain information on learner achievement
- identify factors that affect learner achievement
- make conclusions about appropriate education interventions



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As a quality assurance initiative, systemic evaluation for mainstream schools is being implemented under the leadership of the Department of Education's Chief Directorate: Quality Assurance. This is being done in partnership with the provincial education departments and a consortium of service providers managed by the Centre for Education Policy Development, Evaluation and Management and comprising the HSRC and the University of the Free State's Research Institute for Educational Planning. The study began in 2000, focusing on the foundation phase (Grades 1 - 3), and the final report is scheduled for completion in July 2002.

The Trends in International Mathematics and Science Study -

(TIMSS-2003) is an international study aimed at ascertaining the performance levels of Grade 8 learners in mathematics and science across more than 40 countries. For this study, the main aim is to determine trends in student performance, both between countries and across time. Learner performance will be compared to the TIMSS 1999 (TIMSS-R) results. TIMSS-2003 began in 2001 and is scheduled for completion in 2004.

The Assessment of Maths and Science in Africa (AMASA) initiative, co-ordinated by the HSRC, aims at promoting dialogue; sharing and building capacity among the participants regarding assessment and evaluation in Africa; and the promotion of effective teaching and learning of mathematics and science.

It is funded by United Nations Educational, Scientific and Cultural Organisation's (UNESCO) division for the promotion of quality education in Paris and the International Institute for Capacity Building in Africa. A major study initiated by UNESCO to assess the performance of learners in maths and science in Anglo- and Franco-phone countries is scheduled for the end of 2002.

Future developments

ATEE will continue to focus on research that impacts on change and reform within the education system, particularly within the languages, mathematics and science areas. In addition, the re-establishment and development of the psychological assessment competency will be a priority.

Other possible projects for the future include an evaluation of the Molteno programme; longitudinal study of the education system at Grade 9; and the use and implementation of Assessment Resource Banks for developing educator capacity.

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Child, Youth and Family Development

Families provide support to workers, to older persons and to women who nurture those close to them as well as the needy in their community.

Child, Youth and Family Development (CYFD) contributes to poverty alleviation through high quality peer-reviewed research, social and economic development, social transformation and integration, and the creation of safe living environments. CYFD aims to achieve this by:

- understanding the links between child, youth and family development and socio-economic development
- analysing the conditions that undermine the obligations of society towards children and youth
- facilitating the extension of scientific findings to promote, monitor and evaluate interventions that support the development of human and social resources

Several prominent researchers have been recruited to the programme. With 16 full-time staff members and more than 10 interns and short-term researchers, CYFD is evenly represented in Durban, Cape Town and Pretoria.

Current and recently completed projects

Community dynamics and the prevention of mother-to-child HIV transmission (PMTCT) of HIV/AIDS: The United Nations Children's Fund (UNICEF) South Africa contracted CYFD to undertake community-based social research to explore social, cultural and community dynamics with the potential to influence the effectiveness and implementation of the government's national PMTCT pilot programme. The work takes place in rural and urban areas of Limpopo province, and will serve as the basis for the design of a communications strategy for PMTCT to be developed by UNICEF this year, in collaboration with other research programmes.

A substantial equipment grant from the Department of Arts, Culture, Science and Technology (DACST) has allowed for the establishment of a **digital audio-visual laboratory** for the collection, analysis and documentation of observational material on an ongoing basis. Material is currently being collected in:

- studies of the effect of iron and zinc supplementation on children's development
- youth gestures to establish affiliation on the streets
- family communication about HIV/AIDS
- maternal depression and early infant development

As part of an overall approach to increasing protection and care, CYFD is undertaking research for the economic sector of the Alexandra Renewal Project to **assess the potential to develop care work as a job opportunity**. This will address unemployment and simultaneously meet the needs of people for affordable and sustainable care over a five-month period. The study involves analysing existing care work, training initiatives, learnerships, and employment opportunities.

Birth to Twenty: CYFD is the lead partner in this longitudinal birth cohort study, where a majority of 3 500-odd children, born in Soweto-Johannesburg, have been successfully followed up for 12 years. The study will continue until the children are 20. In 2001, a book on the first five years of the study was published, entitled *Mandela's children: Growing up in post-apartheid South Africa*.

As the children enter adolescence, the focus of the study is on persistent individual differences between children as a result of early growth and health, family support, school socialisation, and peer involvement. Birth to Twenty is largely funded by the UK-based Wellcome Trust.

Building on a study commissioned by the Nelson Mandela Children's Fund to assess the capacity of youth organisations at the provincial and district level, CYFD has launched a baseline-funded study on **youth civic engagement** in a variety of activities at the local, neighbourhood and political level, in association with Pennsylvania State University.

One aspect of the project will focus on the capacity of young people to support young children affected by poverty and HIV/AIDS. A television documentary, funded by the Ford Foundation and created by Vuleka Productions, has been produced to illustrate how young people can be of assistance to vulnerable children.

The family-based intervention programme is a five-year study to assess the impact such a programme would have on fostering the mental health and psychosocial development of young people, starting with middle childhood. This has been funded by the National Institute for Mental Health in Washington, and was done in collaboration with the Universities of Columbia, Illinois (Chicago), Durban-Westville and the Valley Trust.

The intervention focuses on the prevention of HIV infection and the promotion of positive psychosocial adjustment among young teenagers by re-establishing family systems and support networks.



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Understanding gender-based violence in schools and communities: UNICEF commissioned CYFD to conduct a series of case studies on South African schools' responses to violence against girls. Working with community-based research and intervention programmes, including KwaZulu-Natal Survivors of Violence, CYFD found that routine and discipline at schools, uniformly supported by school authorities, teachers, learners and parents, protected girls from abuse. As a result of the study, UNICEF, in consultation with national and provincial departments of education as well as the South African Council of Educators and the non-governmental organisation sector, has embarked on several major initiatives.

CYFD is a partner in the third and fourth phases of **Transitions to adulthood in the context of AIDS in South Africa**, a study of close to 4 000 adolescents (aged 14-22), in rural and urban KwaZulu-Natal. Other partners include the Centre for Social and Development Studies at the University of Natal, the Policy Research Division of the Population Council in New York, and the Tulane School of Public Health in New Orleans.

Phases 1 and 2 focused primarily on the impact of school-based life skills initiatives on young people's sexual and reproductive knowledge, attitudes and behaviour. The next phases, with funding from Horizons, will expand the scope of research to the socio-behavioural impact of HIV/AIDS on youths' transitions to adulthood.

CYFD has allocated money to initiate a study of families and households in South Africa. The aim is to collect information relevant to current social security efforts within government, for example, appropriate mechanisms for ensuring access and maximum use of the child support grant.

CYFD has taken the lead in providing empirical data on the **fosterage and orphanhood of children**, one of the enduring effects of the HIV/AIDS epidemic on our society. Dr Barbara Anderson, a visiting scholar from the Population Studies Institute at the University of Michigan is assisting in this.

Social aspects of health and AIDS: CYFD is forming a partnership with the Social Aspects of HIV/AIDS and Health (SAHA) research programme in a major initiative to oversee research-driven interventions for orphans and vulnerable children. Efforts will be concentrated on improving the health and well-being of children, keeping children in homes and communities, increasing the economic viability and coping of affected households and communities, and to build capacity at the community level to respond to affected children and families. The WK Kellogg Foundation funds the initiative.

Zanzibar Zinc and Iron project: CYFD is working with a multi-national team on Pemba Island, Zanzibar, to measure the effects of zinc or iron supplementation on the motor and language development of infants. CYFD will conduct a sub-study on the possible long-term effects of impaired communication due to the poor health either of the mother or the infant.

Future developments

For the forthcoming year, the research priorities are the following:

- early child development and intervention, including nutrition, psychosocial development, health and illness, and preschool education
- rights and protection, including violence and abuse, child labour, children and youth in care, law and justice
- socialisation and learning, including language and literacy, schools and neighbourhoods and social identity
- youth development, including civic engagement, work, livelihoods and life skills, sub-cultures and networks
- risk and resilience, including context and determinants, risk behaviours, prevention and intervention to reduce high-risk environments and behaviours
- sexuality and reproductive health, including HIV/AIDS, teenage pregnancy and parenthood, sexual violence, gender and relationships
- families and households, including family formation and security, dissolution and coping, roles and responsibilities, culture and values, the impact of HIV/AIDS

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Democracy and Governance

Families provide support to workers, to older persons and to women who nurture those close to them as well as the needy in their community.

Democracy and Governance (D&G) explores contributions to and constraints upon democratisation throughout South Africa and the African continent. It evaluates the policies and impact of government, and of business and civil society with regard to their capacity to reduce inequality and poverty. It also focuses on research regarding the empowering of communities to promote local, national and regional development.

D&G has a complement of 13 specialist researchers in several of the HSRC's centres.

Current and recently completed projects

Empowerment through economic transformation offers a critical assessment of empowerment, recognising its dilution and even its co-option by opponents of redistribution. It argues for an empowerment nurtured by democracy, governance and economic justice. It shows that whatever the limitations of the new democracy, there is evidence that more people than ever before trust government and identify with the South African nation.

Undertaken in collaboration with other research programmes and external consultants, the intention of **Gauteng's housing policy and programmes** was to contribute to better implementation. A series of reports centred around the formulating of indicators which could be used to assess the results of past policy; the implications of urban apartheid in terms of the housing indicators; the review of whether the Gauteng housing policy has given effect to the housing code and national housing policy announced in 1994; and proposals for enhancing the effectiveness of the programme and building capacity within the Department of Housing.

A publication, **The state of the people: Citizens, civil society and governance in South Africa, 1994-2000**, charts the growth of public satisfaction since the democratic transition. Although fewer people are involved in party politics, participation in civil society is said to have increased.

However, Public participation in democratic governance in South Africa suggests that South Africans are failing to take full advantage of the opportunities that are provided by newly-established institutional channels for participation. This result came about through analyses of case studies of public participation in the National Economic Development and Labour Council, legislatures in the formulation of the budget, legislative processes generally, and in the integrated development planning process of local government.

In a related initiative, the North West provincial government commissioned **a study to determine levels of public participation** in its legislative processes. Quantitative and qualitative surveys revealed considerable apathy and highlighted the need to promote and market opportunities for public participation.

Shifting African identities, was the second of three volumes that looked beyond South Africa. Situating its subject in the ferment of South Africa having rejoined Africa, the collection analyses identities in Africa as they are refracted through language, ethnicity and religion; the enduring effects of Western colonialism; and the shifting boundaries of conflict throughout the continent.

Another publication, **Lesotho 2000**, provided a survey of public perceptions of politics in Lesotho. Although recording surprisingly high levels of trust in public institutions given the disturbances in that country in 1998, the study recorded a high level of political apathy. Public opinion surveys were also conducted in South Africa, Zambia and Swaziland, analyses of which will be published in due course.

A further project, undertaken in partnership with Tsimeni Consulting, provided an evaluation of the **Skills development programme for members of parliament and provincial legislatures**. It was funded by the European Union Parliamentary Support programme.

Major work is also being conducted in the sphere of local government, with particular focus on the assessment of the **implications of integrated development plans for municipal administration and budgeting**. Individual staff members have been seconded to such bodies as the South African Democracy Education Trust (SADET), the Nelson Mandela Foundation and the United Nations programme for Local Government Capacity Building, facilitating close collaboration with each of these organisations.

Recording liberation history: Underlying any serious understanding of the present state of democracy is an exploration of the historical process that paved the way to South Africa's transition. D&G is a major participant in the leading initiative to record liberation history being undertaken by SADET. It also offers research assistance to former President Nelson Mandela as he writes memoirs of his time as head of state and government.

Future developments

Envisaged projects for the forthcoming year include work on commonage development in the Free State and Northern Cape; farm worker development in the Free State; inter-governmental relations; the impact of Lesotho's new mixed member proportional electoral system; Mr Nelson Mandela's role in conflict resolution in Burundi; the state of the nation; indigenous knowledge systems; local government; and monitoring and evaluation.

In pursuit of research excellence and the stimulation of public debate, D&G continues to contribute to



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national and international conferences, offer speakers, hold seminars and publish widely.

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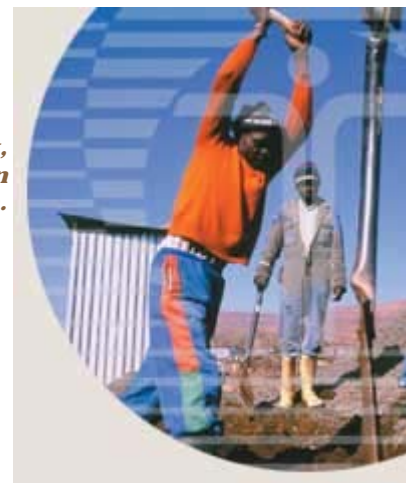
Employment and Economic Policy Research

With more than a third of the labour force out of work, unemployment and low levels of economic participation are amongst the major challenges facing South Africa.

The Employment and Economic Policy Research (EEPR) programme was established in February 2002. It builds on the former Labour Market Analysis (LMA) research programme. It presently has a research complement of ten researchers, four of whom have PhDs. It shares a further senior staff member from the Surveys, Analyses, Modelling and Mapping (SAMM) research programme.

The programme focuses on integrated employment policy, building and co-ordinating analysis of the constituent parts, identified as macro-economic, industrial and labour market policy research.

With more than a third of the labour force out of work, unemployment and low levels of economic participation are amongst the major challenges facing South Africa. The research programme, in collaboration with other HSRC research programmes and its wider network, seeks to develop and promote an understanding of the persistence of unemployment and under-employment. This work feeds directly into strategy and action, by enabling and aligning to public and private interventions. To ensure relevance and absorption, each new step involves critical stakeholder groupings and government departments.



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Current and completed projects

Labour Market Analysis (LMA)

This component focuses on supporting the Skills Development Framework, improving labour market information, and promoting active labour market policy. The EEPR and Human Resources Development (HRD) research programmes support the HRD Co-ordinating Committee, led by the Departments of Labour and Education, as part of the HSRC's role designated by Cabinet.

Labour market information is critical to our ability to track employment, unemployment, under-employment and skills gaps. EEPR is currently involved in the following initiatives:

- Forecasting employment and unemployment, in respect of entry and exit, taking into account broad skills levels, demographic projections and the impact of HIV/AIDS.
- Forecasting skills demand and supply and skills gaps, building on the HSRC's previous projections of high-level skills gaps to 2003.
- Investigating employment statistics, starting with the labour force survey as a collaborative effort, bringing together major users and experts such as Statistics South Africa, Congress of South African Trade Unions (COSATU), the Reserve Bank, Treasury, the Department of Labour, and others.

EEPR is actively involved in supporting the **skills development framework** by:

- updating and upgrading our skills forecast for the South African economy
- offering specific support to a variety of sectors, such as education, services, mining, jewellery and ICT in analysing the demand for and apply of skills, and programme evaluation
- taking a leading role in the sector skills analyses in support of the HRD data warehouse
- reviewing the extent to which public sector bursaries effectively meet skills gaps in government

Public/private partnerships in respect of employment services: The Department of Labour commissioned an investigation into the appropriate roles of public and private providers of employment services (e.g. the public sector, private employment agencies, Internet agencies and labour brokers) and international models for employment services. This submission forms the basis for the forthcoming Green Paper on employment services.

Graduates research project: The EEPR continues to produce reports on the remuneration and employment experiences of graduates. The findings in the upcoming report will point to: poor returns to education from the historically black universities; continued gender and racial discrimination, even in the context of a skills shortage; and the important role of career guidance where a large portion of black graduates regret their choice of study.

The impact of HIV/AIDS on economic sectors: In addressing the potential impact of HIV/AIDS on critical economic sectors, the concern is that HIV/AIDS may offer a further disincentive to employ. To mitigate the impact of HIV/AIDS on industry and workers, the aim is to improve the availability of information and the realistic assessment of different public and private interventions.

There is a critical gap in our knowledge of actual HIV/AIDS prevalence in the workforce. The HSRC aims to deepen the economic modeling work, by linking into knowledge and experience in the organisation of labour markets and industry. More importantly, we plan to survey economic sectors, including saliva testing, to obtain figures that are more realistic and sensitive to the character of sectors.

To launch this work, the HSRC has been awarded a two-year grant from the Joint Centre for Political and Economic Studies.

Sector analysis

This unit was established in April 2002, focusing on the promotion of economic diversification. It is currently leading the following initiatives:

Mpumalanga Cluster Development: In co-operation with Blueprint Associates, the HSRC is assisting the Mpumalanga government in the promotion of its metals cluster. This project offers an innovative approach, with elements of research, working with the cluster, and building capacity within government.

Resource-Based Sustainable Development (RBSD): The RBSD is a joint project of the HSRC and the Council for Mineral Technology (Mintek). The resource base offers opportunities for innovation and diversification which does not necessarily entail "beneficiation" or downstream processing. It offers a "nursery" for generating new ideas, simply because each situation is unique and requires problem solving. If this can be nurtured, technology and know-how can be built in a whole range of products that feed the resource cluster, whether in inputs, services or downstream products. This is important to developing countries that generally have difficulty attracting or building a substantial R&D base. The HSRC and Mintek will focus on the mining inputs cluster but the results should be applicable to any resource-based cluster. The unique design of the programme will be the link between research and practice, where Mintek will work with the mining inputs cluster and establish a small and medium enterprise (SME) innovation hive.

Bakeries: The Department of Trade and Industry commissioned an investigation into the situation of SME bakeries, and appropriate forms of support. Bakeries are an important point of entry for emerging entrepreneurs, and could potentially contribute to food security.

Employment and basic needs: Unmet basic needs offer an opportunity for employment generation. Meeting higher growth targets will depend on improvements in the health and welfare of children. The EEPR is linking with the Child, Youth and Family Development (CYFD) research programme to develop an integrated approach to linking basic needs to the stimulation of employment. For example, if more than 20% of all children are stunted by malnutrition then there are also substantial missed opportunities to stimulate the food processing and logistics sector.

Macro-economic analysis

Although employment and unemployment are essentially macro-economic problems, they are generally impacted by micro-economic phenomena. The EEPR is looking to develop its macro-economic research, never losing sight of the micro-macro links. Two examples can explain this approach:

- The EEPR, in co-operation with the Trade and Industrial Policy Strategies (TIPS), commissioned a paper to look at the possibility of building a computable general equilibrium (CGE) model to enable scenario building, recognising existing models of the SA economy. An approach enabling strong micro-macro links is being explored that would be continuously building upon improvements of national data, and by the micro studies done by the HSRC and other institutions. CGE modeling is seen as an essential tool in understanding the impact of different forms of intervention and economic stimulation.
- A completely new area of work will see the EEPR exploring the institutional underpinnings of the unemployment-inflation relationship. Given high levels of structural unemployment, any stimulatory policy in SA is likely to be inflationary. What is required to enable stimulation, without also incurring the cost of high inflation? What are the institutional blockages? What forms of stimulation would substantially release and enable wider and deeper economic participation?

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Education Policy Research

The post-1994 education and training environment requires a strategic approach to addressing the legacies of apartheid education policies. This approach should help frame responsive policies and, more importantly, provide evidence-based policy implementation strategies. The Education Policy Research (EPR) programme is dedicated to addressing and challenging these issues through policy analysis and policy implementation methodologies.

The programme was established during the last quarter of 2001 and a core team was appointed during the first quarter of 2002. This consisted of three researchers with a reputation for committed scholarship and public service.

Current and recently completed projects

Historically black universities in the context of the national higher education plan and integrated development has as central purpose to investigate and design a clear developmental framework linking two rural-based universities - University of Fort Hare and University of the North - to their respective socio-economic habitats. It seeks to enable these institutions to respond to their isolation and structural dislocation from a local support environment, one of the major challenges inherited by the historically black universities. This framework will then be integrated into the wider restructuring and development plans of the universities. The project is scheduled for completion in October 2003.

The HSRC was approached as a preferred partner by the United States Agency for International Development in a project to study **the role of NGOs in education in South Africa**. The project is administered by the Academy for Educational Development and intended to be an important addition to research in other African countries, namely Ethiopia, Guinea, Mali and Malawi. It aims to inform governments, donors and NGOs, involved in basic education, on NGOs' new role in increasing access to primary schools, as well as improving the quality of education within the context of Education For All (EFA). The due completion date for the South African research is August 2002.

The programmes is also engaged in a number of other projects:

- The National Qualifications Framework (NQF) study team, commissioned by the Ministers of Education and Labour to streamline the implementation of the NQF.
- The National Working Group commissioned by the Minister of Education on restructuring the higher education sector.
- The development of a framework for the approval of qualifications and programmes for public further education and training institutions with the National Curriculum Co-ordinating Committee.
- The development of the National Curriculum Statement commissioned by the Minister of Education.
- EPR has been approved as a co-operating organisation of the South African Commission for UNESCO.

Future developments

School integration: A study of policy considerations in the construction of a common South African identity is a future EPR initiative involving a workshop of researchers and practitioners planning the creation of a baseline database for monitoring school integration efforts in South Africa. A range of relevant school variables - including race, gender, spatial location, curriculum, culture and language - will be the critical elements in this project. The HSRC and the University of Pretoria are jointly planning this initiative with the Centre for Education Policy and Management Development and the South African Human Rights Commission.

Another aspect of the project is a video-documentary, the third in a series that is being planned with the Education Policy Unit at the University of the Witwatersrand. The first video traced the lives of learners since 1991, seven years of age, at seven-year intervals. The documentary assists in developing an understanding of the inter-related impact of schools, families and contexts of a generation that started school in 1991, the start of South Africa's transition.

Research and social change in South Africa, the case of education policy: Since 1994, significant changes have occurred in the South African research funding environment and the modalities of research conducted. These trends are, however, poorly researched and understood, particularly so in one of the most important sectors for South Africa's development, the education sector. Together with a consortium of five university education faculties in South Africa, the EPR intends to investigate these trends and their relationship to education policy and social change. Ten papers will be commissioned for publication in a book.

EPR will also be involved in **the educational dimensions of the Africa Human Genome Initiative**.



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Human Resources Development

The intention is to yield the appropriate human and technological capabilities necessary for human development, equity, and future national economic success.

The establishment of the Human Resources Development (HRD) research programme in 2000 was accelerated by a grant of R5 million per annum for three years by the Department of Arts, Culture, Science and Technology (DACST), specifically for research on HRD.

The HRD programme has a complement of 25 staff members, a third of whom are senior researchers.

HRD is a cross-sectoral research issue, shaped by and impacting on a number of related government policy domains - such as education and training, the labour market, macro-economy, and industrial and foreign trade. The intention is to yield the appropriate human and technological capabilities necessary for human development, equity, and future national economic success. It is clear that HRD will continue to be one of the most important domains of post-apartheid socio-economic reconstruction and development.



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Current and recently completed projects

Biennial Directory on HRD: Plans continue for the roll out of this flagship project, funded by DACST. The first of two main components is the production of a Biennial Directory on HRD, which will provide comprehensive analyses of key indicators in education and training, the labour market and macro-economics. The first edition of the directory will be launched in mid-2003, and will serve as the baseline against which changes in the HRD domain can be monitored at two-yearly intervals.

The second component is the development of a **cross-sectoral data warehouse**, which will provide an improved information and analysis infrastructure to support government decision making on HRD. The aim of the data warehouse is not to replicate government data holdings, but to add value to the management information systems already established in the Departments of Education and Labour, and Statistics South Africa. Through web-enabling the data warehouse, a wide array of information will be made accessible in the public domain. The launch date is July 2003.

Research for the ETD P SETA skills plan: The Education Training and Development Practices (ETDP) SETA commissioned the HRD and the Employment and Economic Policy Research programmes to conduct a profile of the education sector. A document, consisting of 14 expert papers, provides quantitative and qualitative overviews of the skills activities and needs in that sector. It will inform the sector skills plan to be submitted to the Department of Labour as part of the National Skills Development Strategy.

The technical college responsiveness project aims to investigate the responsiveness of technical colleges to the labour market through: a tracer study of 1 999 N2, N3 and NSC college graduates; institutional profiles; and an employer satisfaction survey. A synthesis report which is to be followed by a book, will inform the Department of Education on developing "technical colleges" as further education and training (FET) colleges.

HRD is currently engaged in **two large-scale surveys of private education and training**. The first aims to assess the size and profile of the general education and training sector, and the dynamics that give rise to different types of registered and unregistered institutions. The second complementary survey focuses specifically on private FET institutions to delineate the wide range of providers in the sector. It will provide an analysis of the location, resources and participants in the sector, modes of delivery, and programmes on offer.

Both projects will be completed by the end of 2002.

The private higher education study provides a detailed qualitative description of private higher education providers, and through this process develops a meaningful typology of such institutions. Qualitative case studies of 15 institutions were completed and a series of papers were commissioned to explore relevant themes. Results suggest that there are at least four types of private providers, each offering different learning opportunities and contributing to the creation of a diverse national higher education landscape. Research papers were presented by, among others, four international consultants at a colloquium in April 2002, opened by the Minister of Education, Prof. Kader Asmal.

Learner achievement and socio-economic status: The Joint Education Trust (JET) requested the HRD programme to investigate the relationship between learner socio-economic background, learner achievement in mathematics, and language. Empirical data for this study came from the major five-year Quality Learning Project currently under way in the Assessment Technology and Educational Evaluation (ATEE) research programme. This innovative analytic work, which was completed in early 2002, breaks new ground in the sociology of education in South Africa.

FET colleges curriculum project: The FET colleges of the future will need to provide training for a reinvigorated apprenticeship system - called "learnerships" - and will need to develop a sizeable repertoire of training programmes oriented towards the small, medium and micro-enterprise (SMME) sector. This research project, which is based on a set of qualitative case studies, aims to highlight best practices in developing learning programmes to meet both needs.

Student choice behaviour: Managing the link between education and labour requires a sophisticated understanding of the manner in which young people base decisions on further study. This project, involving 12 204 Grade 12 learners across all nine provinces, constitutes the first large-scale study of the factors affecting student choice behaviour in the South African education system. It showed that a range of subjective and objective factors influence learner choice of higher education institution and field of study.

The ambivalent relationship between public and private higher education: This project aims to investigate public-private partnerships to understand their scope, nature and focus. The objective is to increase understanding of differences and complementary aspects of the two systems. It also aims to examine the public-private relationship with the state and, in so doing, draw out the implications of this relationship for future self-monitoring and regulation.

Education Management Information Systems (EMIS) development: Informed decisions on education and training policy, planning and implementation require reliable and accurate management information systems. A consortium, including members of the HRD and the Surveys, Analyses, Modelling and Mapping (SAMM) programmes, Imvelo GIS Tech and Simeka Management Consulting, has been contracted to design, develop and implement such a system for the Department of Communications. It will enable the Department to plan the roll out of connectivity to South African schools.

In another systems development project, personnel are engaged in supporting the **Higher Education Management Information Systems (HEMIS) project** for the National Department of Education. This project ensures quality reporting of institutions' activities in the higher education system.

HRD was involved in an international comparative study on information and communication technology (ICT) in schools, namely the **Second Information Technology in Education Study (SITES)**. The research involved case studies of best practices in the integration of ICT across the curriculum in nine South African schools, providing valuable insights into how educators and learners utilise ICT as part of the learning and teaching process.

Books published: HRD is pursuing a strong publication programme that will lead to the production of a number of publications over the next three years. Researchers contributed to the production of the following books:

- Education in retrospect: Policy and implementation since 1990 is the outcome of a round-table discussion, focusing on the development and implementation of policy in South Africa over the past decade. Several South African policy analysts and senior department officials, together with Prof. Michael Young of the University of London, participated in the dialogue.
- Deracialisation & migration of learners in South African schools: Since the formal decree of non-discrimination policies in South Africa, and despite the publicity and interest generated, there has been limited research undertaken into the deracialisation in schools. This study presents new insights into the related processes of migration and deracialisation.
- Mathematics and science performance in Grade 8 in South Africa 1998/1999 reports on the results of the Third International Mathematics and Science Study (TIMSS) after the baseline study in 1995. This work focuses attention on the progress towards creating conditions conducive to the production of scientists, technologists and innovators in South African schools.

Future developments

Cabinet has identified **seven priority areas for HRD strategy** implementation over the first two-year period. These include the development of adult basic education and training; learnerships; early childhood skills; public sector skills; scarce skills; small, medium and micro-enterprises (SMMEs); and industry-education partnerships.

The role of the HRD programme is to monitor and evaluate the implementation of government policy in these strategic areas.

A follow-up project of **student choice behaviour** (see "Current and recently completed projects") is currently under way. It seeks to confirm the study choices signalled by the same Grade 12 learners. It will also investigate why learners - voluntarily and involuntarily - do not ultimately enter higher education (HE), especially those who initially indicated their intention to do so. The resultant information will assist the Ministry of Education in realising two of its key objectives in the National Plan for Higher Education, namely to increase the participation rate in HE, and to shift the balance in enrolments from the humanities to business, commerce, science, engineering and technology.

Higher education - industry partnerships: HRD, in collaboration with five university research centres, has been awarded funding from the Carnegie Corporation to examine the extent to which South African higher education institutions are "responsive" to the new high-tech demands of a rapidly globalising economy. It will also investigate, in partnership with higher education, the extent to which industry is investing in research and development.

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Integrated Rural and Regional Development

The Integrated Rural and Regional Development (IRRDR) research programme has developed a strong sense of identity.

Demands and developments, both internal and external, have combined to give the research programme's skills composition and research projects a strong dual rural and southern African regional flavour, with poverty reduction as a unifying theme. The business plan for the year ahead retains and builds on these emphases with the firm understanding that they directly address key national, regional and Africa-wide research priorities. There has also been project-level collaboration with almost every other research programme in the HSRC. In the pursuit of funding, there have been burgeoning relationships with government and major international funding agencies.

To reflect this profile, four distinct, but interlocking sub-programmes have been defined:

- Agrarian Reform investigates land tenure, land use, land redistribution/ restitution, agricultural input/output market reform, farm labour, etc.
- Rural Non-farm Development investigates rural livelihoods, rural service delivery, rural micro-enterprise support, eco-tourism, environmental issues, etc.
- Regional Resource Flows investigates regional integration and human resource/trade/finance flows within and across borders in southern Africa.
- Southern African Regional Poverty Network (SARPAN) is a process-focused real and virtual platform for debate on poverty reduction policy, strategy and practice in the region, stimulating interaction between policy makers, civil society and the research community.

Since its inception, with the reallocation of staff from the previously constituted research groups in August 2001, the complement of researchers has grown from nine to 17, of whom five have PhDs.

Current and recently completed projects

Joint ventures between farmers and farm workers in South Africa: Undertaken in collaboration with the Surplus Peoples project and in consultation with the Department of Land Affairs, the project is designed to document and evaluate the wide and growing range of joint ventures involving farmers and their employees in South African agriculture. Initiatives of this nature are now recognised as an important complement to individual small-scale enterprises. However, relatively little research has been conducted to catalogue and assess their contribution to sustainable agrarian reform. The project is currently in mid-stream.

Water and sanitation to the rural poor: Sustainability and poverty eradication is a policy-oriented project designed to assess the Water and Sanitation programme initiated in 1994 by the Department of Water Affairs and Forestry. IRRDR is involved in consulting with communities and transferring projects to rural local government. Focusing on KwaZulu-Natal, the research has been commissioned (and fully funded for the next two years) by the Department. It will employ a participative methodology to





Demands and developments, both internal and external, have combined to give the research programme's skills composition and research projects a strong dual rural and southern African regional flavour.

involve all stakeholders in water delivery.

Southern African Regional Poverty Network (SARPAN): Designed to help put society's stock of knowledge to work more productively towards poverty reduction, SARPAN has now entered its second year of operation. It has secured funding for almost 90% of its budget of about R5 million from the British Department for International Development (DFID).

The extraordinary breadth and depth of support shown for SARPAN's initiatives will generate greater social mileage from the research community's outputs.

- Among the high-profile public events hosted in recent months have been:
- an address by the British Minister of International Development, Ms Clare Short, on the New Partnership for Africa's Development (NEPAD)
 - a one-day workshop on migration policy addressed and attended by the Minister of Home Affairs, Dr Mangosuthu Buthelezi
 - two workshops in Portuguese in Maputo on land policy in Mozambique and Angola and on NEPAD and the G8, attended in both instances by one or more ministers

SARPAN's website (www.sarpan.org.za) was launched in February and by April was already drawing more than 40 000 hits per

Integrated Rural and Regional Development

month from its more than 6 000 known users.

Predicting urban migration: The objective of this major project, which spans three financial years, is to describe, analyse and interpret population migration patterns in South Africa in order to develop a firm basis for predicting future migration. The resulting models should become valuable policy-making and planning tools for a wide range of end users in government, the private sector and non-governmental organisations. The project is linked to parallel research also being conducted by IRRD staff on cross-border migration in southern Africa. Extensive primary data collection, focusing significantly on non-economic drivers of migration, is nearing completion.

Progress has been retarded by the failure of certain data, gathered by a number of external contractors, to meet quality control standards. The budget and time frame overshoots resulting from these remedial measures have been significant but are crucial, not just for the credibility of the model, but for conveying the earnestness of the HSRC's commitment to upholding its reputation.

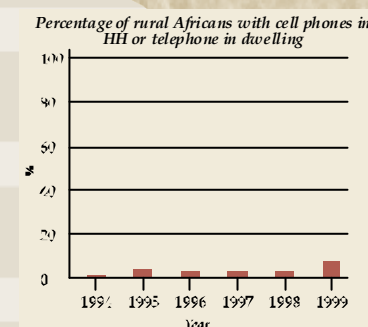
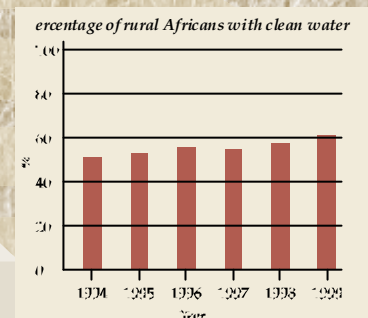
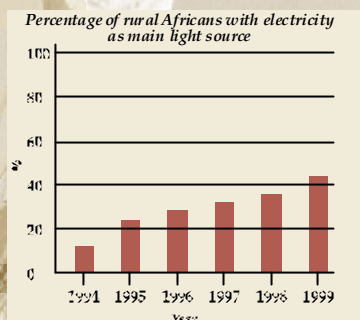
Micro-finance in rural communities in southern Africa: Commissioned by the WK Kellogg Foundation (WKKF), this project has assisted WKKF's Integrated Rural Development Programme (IRDP) by providing policy and strategy guidelines for its planned rural micro-finance initiatives. These focus on:

- participating in the improvement of public micro-finance policy in Mozambique, Zimbabwe and South Africa
- funding and otherwise supporting on-the-ground micro-finance operations in three IRDP pilot sites in these countries

This project was undertaken in collaboration with a number of external consultants.

Other projects are:

- a review of housing policy and delivery for the Gauteng Housing Department with external consultants and the Council for Scientific and Industrial Research
- evaluations of land policy in Botswana and Malawi for the respective governments, as sub-contractors to Oxford-based consultants
- the design and implementation of strategy for the South African cotton industry for the Department of Agriculture
- the impact of HIV/AIDS on rural land tenure, land use and land administration in Kenya, Lesotho and South Africa for the Food and Agriculture Organisation of the United Nations
- an assessment of the delivery of the Western Cape provincial government on its human rights obligations for the provincial government



Source:
B. Anderson¹, J. Romani¹, J. van Zyl²,
and H. Philips³, 2002
*Trends in conditions of life in South
Africa, 1994-99: Have things improved
for rural Africans?*

¹ University of Michigan, visitor to IRRD
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- helping local communities capitalise on indigenous knowledge of food crops with the Agricultural Research Council
- food security in South Africa - the status quo and issues for the developing country lobby at the World Summit on Sustainable Development for the Department of Environmental Affairs and Tourism
- an evaluation of Community Arts Centres and the development of a new policy approach for the Department of Arts, Culture, Science and Technology
- a comparative evaluation of community-based eco-tourism projects with the University of Pretoria
- mapping the expansion of South African corporates in Africa with the University of Natal

Future developments

Besides the ongoing projects, as mentioned above, future developments will also involve the restructuring and expansion both of the SARPAN secretariat and of activities to increase the network's impact and outreach to a substantially higher level. SARPAN was approached by the NEPAD secretariat to provide a full range of reporting and translating services for its four-day "Work in Progress Strategy" workshop in January 2003. The network provides the HSRC and the broader research community with a new and extraordinarily powerful means of increasing its own impact and outreach.

The building of relationships with key stakeholders, funders and research partners at home, regionally and abroad, is being actively pursued. Among the 30 or more bodies with whom collaboration has already occurred or is currently being planned (in addition to the bodies already referred to) are the Medical Research Council; the Water Research Commission; the Ministry of Planning and Finance, Mozambique; Eduardo Mondlane University, Mozambique; University of Zimbabwe; Ministry of Justice, Namibia; Namibian Economic Policy Research Unit; United Nations Development Programme; United Nations University, Belgium; and Oxfam.

In the absence of a dedicated urban renewal research programme - a priority for 2003/04 - a limited number of urban projects have also been undertaken in collaboration with staff from other HSRC research programmes and external consultants, with IRRD providing high-level management on a caretaker basis.

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Knowledge Management

Knowledge Management (KM) is the newest addition to the HSRC's range of activities. The creation of KM reflects the transition of all economies toward a more knowledge-intensive service industry orientation. The so-called "techno-economic" paradigm, with its rapid changes in the organisation of production and services, requires a nimbleness of decision making that in turn requires new ways of managing information.

Central to the debates concerning such new paradigms is the ability of organisations and economies constantly to innovate, and the ways and means that promote this capability. Knowledge management seeks to harness organisational information and practice toward such innovation. This is recognised at the highest level of government and is to be given substance through the Presidential National Commission on the Information Society and Development, in which the HSRC President serves as a Commissioner. The research programme will work with this Commission.

The Knowledge Management research programme was established in March 2002, and at the moment comprise only of Dr Kahn. This is set to change with up to four staff likely to be appointed over the next few months.

As a starting point, the research programme will conduct research and develop strategies in three main areas:

- government and the knowledge economy
- National System of Innovation studies
- HSRC as an innovative research organisation

The key users of this work will be government, especially the Presidency, Departments of Arts, Culture, Science and Technology (DACST), Statistics South Africa, Public Service and Administration, Education, Trade and Industry, and Communications. The anticipated benefits of the work will enable government to meet its strategic imperatives, namely to harness the "information society", promote effectiveness and efficiency, and attain greater competitiveness and create employment.

Current and recently completed research projects

Government and the knowledge economy: At present, KM is collaborating with the Presidential Commission. This work builds upon research that the HSRC conducted under tender for Department of Public Service and Administration in late 2001 on the issue of "information for corporate decision making". It will be extended under a Forum for South African Directors-General (FOSAD) mandate to examine how information is managed and used across government, thus leading to detailed examination of the enabling and regulatory environment and intellectual property rights.

As new technologies sweep into operation it becomes even more necessary constantly to avoid duplication and the hoarding of data and information. The additional requirements of the Promotion of Access to Information Act also motivate organisations to organise their information in a more coherent fashion. The collateral benefit of such coherence is that it offers the potential to unlock value that is latent in such information. As government becomes increasingly "on-line", new legislation will become a necessity for control and to enable secure information flows. The HSRC will be a key resource in this conversation.

National System of Innovation (NSI) studies: As the transformation of the science and technology system has taken shape, it has become essential for policy to be informed and guided by evidence-based research. Such capability is essential for DACST National Research and Development Strategy to enjoy solid implementation. The research programme is actively engaged in supporting this strategy through three projects:

- The national R&D survey is the largest project under the National System of Innovation studies. It is conducted for and funded by DACST, following the "Frascati Manual" guidelines. The survey will form the baseline for the construction of a reliable and valid time series that will eventually become part of official statistics. It is concerned with quantifying the inputs to the conduct of research and development, namely people and money. It will survey government, parastatal, higher education, business and non-profit organisations. The information will be captured to a database that the Council for Scientific and Industrial Research (CSIR) will construct and maintain. The timeline for delivery is early 2003.
- The survey on the mobility of R&D workers for the National Advisory Council on Innovation (NACI) is linked to the above survey, though it runs on a different timeline. Requested and funded by NACI, this study seeks to understand the scale and nature of the mobility and circulation of R&D workers and forms part of the national debates on the virtue or negativities of the circulation of high-level skills. This work is being affected in co-operation with the CSIR. The R&D survey will include questions on mobility, which will become available to the NACI project.
- The NACI study on utilisation of research findings, in consortium with the CSIR and the National Research Foundation (NRF) entails the careful construction of a set of case histories of publicly funded research projects. It examines the extent to which they have influenced policy. The case histories form part of a larger project that seeks to develop policy options and strategies toward research utilisation.



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The three projects will provide important information on the workings of the National System of Innovation. A further set of projects is being scoped to support the first phase of implementing the National Research and Development Strategy.

HSRC as an innovative research organisation: The HSRC is in the process of the most significant transformation in its history. Its quest to provide "social science that makes a difference" is met by means of excellent anticipatory intelligence, responsiveness to user request and the use of a mix of funds from the Science Vote and external sources. The programme will play its role in enabling the HSRC to develop knowledge management systems that accord with this vision and needs. Such systems must take into account the necessity for "boundary-less" operations that are already emerging as the organisation draws on the knowledge resident in its remote sites.

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Social Aspects of HIV/AIDS and Health

In South Africa, HIV/AIDS is a major cause of illness, a burden on the health care system, and is having a visible impact on the country's workforce, productivity and skills base.

South Africa leads in the number of people living with HIV/AIDS with 4.7 million people infected. The epidemic in South Africa, like in all sub-Saharan countries, is no longer confined to specific high-risk groups. It is a major cause of illness, a burden on the health care system, and is having a visible impact on the country's workforce, productivity and skills base. Children are also one of the major casualties of HIV/AIDS.

The Social Aspects of HIV/AIDS and Health (SAHA) is a national HSRC research programme established in July 2001. The main areas of interest are:

- social epidemiology of HIV/AIDS
- epidemiology and demography
- public health
- health economics
- a research alliance on social aspects of HIV/AIDS

Within one year of the establishment of SAHA, a comprehensive research programme on social aspects of HIV/AIDS and public health is emerging. It now has 28 staff members, including a number of historically disadvantaged South African students who are currently completing their masters degree. SAHA has formed links with national, international and multi-lateral organisations, and is establishing a network of scientists across southern Africa through the Social Aspects of HIV/AIDS Research Alliance (SAHARA).

Current and recently completed projects

Social Aspects of HIV/AIDS The Social Aspects of HIV/AIDS Research Alliance (SAHARA):

The HSRC established SAHARA in August 2001 as a broad-based research network throughout Africa, with a flexible alliance of research partners, committed to conducting and supporting quality research for urgent implementation. The objectives of SAHARA are:

- to establish an effective and dynamic network among researchers to facilitate peer review, information exchange, and joint or complementary research initiatives between countries and at the Southern African Development Community (SADC) meetings
- to identify and assemble for dissemination, field-tested and documented "best practices" for replication in the SADC region
- to produce a SADC periodic Journal of HIV/AIDS Social Research
- to develop multi-site, multi-country research programmes aimed at informing policy on combatting the spread of HIV/AIDS in Africa
- to establish the Social Aspects of HIV/AIDS Information Portal, AfroAIDSnet, with the Medical Research Council (MRC)

The first annual conference of SAHARA will be held in Gauteng in September 2002.

HIV/AIDS situation in southern Africa: The project, involving Botswana, Mozambique, Lesotho, South Africa, Swaziland and Zimbabwe, was funded by the WK Kellogg Foundation (WKKF) and a report was submitted in January 2002.

The objectives of the study were:

- to provide information necessary for understanding the HIV/AIDS problem in the SADC region
- to elucidate public policy and regulatory frameworks and their impact on community-based interventions
- to enable the WKKF to implement strategies and programmes at a regional level

A summary of the findings was presented at the Grant Makers Affinity Group meeting in New York, January 2002, attended by 27 funding organisations with programmes in Africa, and at a workshop organised by the WKKF in February 2002.

The major outcomes from the report were as follows:

- The HSRC/SAHA report placed HIV/AIDS firmly on the agenda of the WKKF, which prior to this report was not included in their mandate.



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- Phase 2 of the research was commissioned by the WKKF through the University of Zimbabwe, Centre for Applied Social Sciences.
- SAHA, with the Child, Youth and Family Development (CYFD) as a main partner, were funded by the WKKF to conduct HIV/AIDS research-driven interventions, aimed at implementing evidence-based programmes, focused on orphans and vulnerable children, their families and communities. The project started in July 2002 and is expected to end in 2006.

National survey on HIV/AIDS behavioural risks, HIV status, and mass media impact survey, 2002: For the first time ever, this survey will give an estimate of the true extent of the HIV/AIDS epidemic in South Africa, based on a nationally representative household sample. Such information will contribute to settling the debate on the seriousness of HIV/AIDS in South Africa.

It is funded by the Nelson Mandela Foundation, the Nelson Mandela Children's Fund and the HSRC, with the Swiss Agency for Development and Cooperation financing part of the costs for the master sample.

The study will provide statistics on behaviour that facilitate or hinder HIV infection among South Africans - information essential for policy and planning. It will also provide information on the number of orphans and child-headed households. This project is in collaboration with the MRC, Centre for AIDS Development, Research and Evaluation and Family Health International (hereafter referred to as the HSRC-led Consortium). The results will be available end of October 2002.

The objective of a study on **the impact of HIV/AIDS on the demographic structure and size of the South African population** is to make future projections. It is funded by the Department of Social Development. A workshop to get consensus on methodology was held in November 2001, and brought together researchers and experts from the University of Cape Town, the MRC, Statistics South Africa, the Population Division of the Department of Social Development, the Department of Health, UNAIDS and Metropolitan Life.

Studies on the impact of HIV/AIDS on the health sector: This is a joint project between the HSRC and the National School of Public Health, Medical University of South Africa (MEDUNSA). It is funded by the Department of Health and the United States Government's Centers for Disease Control and Prevention.

It incorporates five separate studies to be completed in October 2002, and will:

- determine HIV/AIDS-related morbidity and mortality of health professionals and health workers
- estimate morbidity and mortality of patients and determine their demographic profile
- determine the services that are most severely affected by HIV/AIDS
- determine the impact of HIV/AIDS on human resources
- estimate the cost of a programme to prevent mother-to-child HIV/AIDS transmission (PMTCT)

Assessment of the PMTCT programme in Gauteng: This nationally-driven programme commenced with a pilot programme in Gauteng in May 2001, and is due for completion in August 2002. The Gauteng provincial government is funding the HSRC to expand the pilot phase of the programme to assess, evaluate and make recommendations at four pilot sites.

Future developments

Research to improve implementation of the PMTCT in the Eastern Cape: This study will be undertaken jointly with MEDUNSA's National School of Public Health. The aims are to identify and remove barriers to effective implementation of the PMTCT programme, and to estimate the effectiveness and costs of these interventions. The project would take approximately three years.

Psychosocial correlates of substance use and HIV/AIDS risk in South African women: This single sample, correlational survey study is designed to examine exposure to community violence and racism (perceived psychosocial stressor); psychological functioning (depression, hopelessness, anger); substance use (alcohol, tobacco, illegal drugs); HIV/AIDS prevention knowledge; and risk behaviours in a sample of 400 black women in South Africa.

The data will be collected from women attending medical clinics serving low-income families in Cape Town. This study is a joint undertaking with Howard University in Washington, DC. The National Institute of Drug Abuse will fund it for two years.

Community-based HIV/AIDS survey of men and women living in Guguletu township: This community-based survey will examine the cultural beliefs and information, motivation and behaviour in relation to sexual transmission risks among adult South Africans living in Guguletu township in Cape Town. The study will be conducted among 250 men and 250 women over the age of 18 years. The study is undertaken jointly with the University of Connecticut and the Medical College of Wisconsin in the US. It is funded through a developmental research grant from the Center for AIDS Intervention Research at the Medical College of Wisconsin.

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Surveys, Analyses, Modelling and Mapping

The HSRC is in the process of systematically upgrading the public opinion survey, using the most advanced technologies.

Surveys, Analyses, Modelling and Mapping (SAMM) is a cross-cutting entity that brings together the HSRC's capacity in surveys, quantitative and qualitative analyses, geographical information systems (GIS), statistical and econometric modeling and data management. It supports the organisation's move to flexible, user-driven and responsive research programmes.

SAMM was established during the latter half of 2001 and has grown to 15 research staff, of whom four hold PhDs. Three research appointments were made during the course of this year, and two senior appointments are imminent in the Surveys and Modelling sections.

Current and recently completed projects

Social surveys: The Social Surveys section conducted its annual public opinion survey in South Africa. Similar surveys were undertaken in Zambia and Swaziland. Opinions were sought on issues such as governance, service delivery, safety and security, crime, corruption and levels of trust in public institutions.

Findings generated widespread media interest. Slightly more than half (58%) of the respondents felt that the economic situation had deteriorated in the last year. They prioritised job creation, crime elimination and infrastructure development as the three most important challenges facing the South African government. It was acknowledged that there were some improvements in service delivery, regarding the provision of electricity and running water.

Improvement of service delivery: The South African survey also included questions from a range of external clients, including the South African Weather Bureau, the Department of Defence, Gun-Free South Africa, the Department of Environmental and Geographical Science at the University of Cape Town (UCT), the Directorate of Public Prosecutions, MTN, the University of South Africa (UNISA) and the Council for Scientific and Industrial Research (CSIR).

The HSRC is in the process of systematically upgrading the public opinion survey, using the most advanced technologies. The updated version will include a number of additional modules to enable longitudinal analysis, as well as comparative international modules for cross-country analysis.

Understanding voter participation trends through surveys: The national survey on voter participation in South Africa was prompted by the fact that South Africa had completed its first and second nation-wide election and it was the ideal time to assess the state of political culture with respect to voting behaviour in South Africa. Such an assessment would then allow for the identification of interventions that foster an ethos of political participation in 2004. The project consisted of two parts, namely a data-mining component and a survey component.

The Independent Electoral Commission (IEC) commissioned the HSRC to undertake the project.

Findings indicated that:

- youth are relatively willing to preserve democratic principles of the country through voting participation
- perceptions that one's vote can make an impact seem to have been the key determinant to voting participation
- differences in political experiences and perceptions are due to the historical and political environments
- negative perception of government's slow delivery of services did not affect people's willingness to continue voting

Assessing adult literacy needs: The Department of Education, through the South African National Literacy Initiative (SANLI), entered into a contract with the HSRC to conduct a baseline survey of basic adult literacy initiatives currently going on in selected villages in the presidential nodal areas. SANLI was created to address the problem of illiteracy. The survey had the following major aims:

- to determine the literacy levels of the community in the nodal areas
- to assess the community needs for basic adult literacy programmes
- to determine a community profile, that is, the level of organisation for providing basic adult literacy programmes
- to identify available infrastructure in the identified nodal areas that could be used for learning spaces to conduct the literacy classes
- to identify community development projects that can be used for referrals and post-literacy activities for the newly literate adults

Study on domestic tourism in South Africa: South African Tourism and the Department of



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Environmental Affairs and Tourism commissioned the HSRC to undertake a study on domestic tourism in South Africa. The aim was to develop relevant strategies to address domestic tourism issues and to make recommendations on policy guidelines.

From the findings it emerged that by far the largest number of domestic tourism trips undertaken in South Africa were to visit family or relatives (VFR) (59%). An annual total of R4.5 billion was spent at VFR tourist trip destinations, comprising more than a quarter (27%) of the expenditure at domestic tourism destinations.

Policy recommendations need to take into account the geographic spread of VFR trips and the demographic and socio-economic profile of VFR tourists in order to facilitate targeted destination-marketing.

National audit of pension pay points:

The HSRC, with the Department of Social Development, completed a full audit of all pension pay points in the country. The aim was to establish the current condition of these pay points so that the Department could identify budget priorities for future development. The data was gathered using a self-reporting questionnaire and results captured into a GIS database. More than 5 000 pay points were surveyed.

The results revealed that pension pay point conditions varied from very good (especially Gauteng and Western Cape) to very poor (Eastern Cape, Limpopo and Mpumalanga) in the different provinces. The gender distribution of the pensioners showed that there are far more female than male pensioners, which will influence the planning of facilities. The audit enabled the Department to make far-reaching decisions about its future approaches.

The global initiative on the primary prevention of substance abuse:

The World Health Organisation contracted the HSRC to do a baseline assessment of substance abuse in two sites in South Africa. This study is part of an international initiative to prevent substance abuse among the youth. The baseline assessment will inform the type of prevention that needs to be established and will provide a picture of present substance abuse at the selected sites. The success of the prevention programmes will then be evaluated by a follow-up survey in the same two sites 24 months later.

The South African survey included an urban (Pretoria) and a rural site (Bela-Bela next to Warmbaths). Adult and youth attitudes and practices, regarding substance use, were evaluated in both sites. In general, the adults in the rural site do not regard substance use as a harmful practice whereas the adults in the urban site are more aware of the potential dangers. The figure on the right indicates some of the findings.

SADC socio-economic profiling: The Southern African Development Community (SADC) project involves the gathering of information in a GIS database on access to services and infrastructure, and gaining a better understanding of the socio-economic characteristics of SADC countries at the equivalent of a district level. The project will determine what census information is available at a small spatial scale in each of the SADC countries. This project is funded through the Department of Arts, Culture, Science and Technology's SADC Science and Technology Fund.

A pilot study will be undertaken in Zimbabwe to see how cost-effectively the country's last census can be captured into GIS. The project is a collaborative venture between the HSRC and the Southern African Documentation Centre in Zimbabwe. Collaborating partners in all 14 SADC countries are participating in the project, which has the support of the United Nations Environment Programme and the SADC Environmental and Land Management Section.

Development of a minimum data set on ageing for South Africa: The purpose of the project was to identify data sources that could be used as a set of ageing indicators. Recommendations were made and a minimum data set (to populate these indicators) was suggested to the Department of Health. The project concluded that much work needed to be done on ageing indicators in South Africa, but that the country has a wealth of information that it can use to address the policy and planning needs of the elderly.

The HSRC's GIS Centre created a warehouse of these data sets and provided the information to the Department on CD, as well as through web interactive mapping. This is the first data set that the GIS Centre has displayed using its web interactive mapping facility. Furthermore, the HSRC is working with Statistics South Africa and Statistics Sweden to make information on the ageing population available on the web using their PC-Axis and PC-Web suite of software.



Future developments

Tracking national issues through longitudinal analysis: SAMM has compiled an accurate and complete national "master sample" based on statistics gathered from the census 2001 data set. The "master sample" consists of a specified number of census enumerator areas, within which all of the households have been mapped and listed. It will now be possible to visit and interview each of the households on successive occasions, thereby conducting longitudinal analysis. The HSRC's current annual public opinion survey will incorporate this time-series dimension.

SAMM will continue to provide a **suite of research support services** to other research programmes in the HSRC. In addition, the research programme will continue to conceive, design and implement projects by drawing on its own reservoir of research, technology skills and expertise, and pursue a variety of funding opportunities in relation to these.

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Social Cohesion and Integration

The Social Cohesion and Integration (SCI) research programme investigates the social fabric of our lives in the areas of the arts, sports, media, religion, social aspects of science and the public discourse.

Started on 1 November 2002, SCI conducts research on:

- excellence and leadership in the arts and sport
- the political economy of our cultural industries
- editorial and ownership trends in the South African media
- the social cohesion and political economy of our religious communities
- the cultural and political history of South Africa
- the historical, ethical, legal, biomedical and biotechnological implications of the human genome sequencing project for research and development in Africa



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SCI emerged out of a context where focusing on moral regeneration as a central concern of our society is as important as responding to the call by the New Partnership for Africa's Development (NEPAD) for a greater engagement of the social sciences and humanities in the implications of science and technology in the development of Africa. Currently in SCI there is a staff complement of four, with one vacancy remaining.

Current and recently completed projects

Africa Human African Genome Initiative (AHGI): SCI initiated a collaborative research project on the ethical, legal, educational, biomedical and biotechnological implications of the human genome sequencing project for research and development in Africa. It is a partnership between the HSRC, Academy of Science of South Africa and the Sustainability (formerly Spier) Institute.

A first product of the AHGI, *Science, evolution and schooling*, is an account of the history and current status of Darwinism and the teaching of human biology at South African schools. It was published by the HSRC in June 2002.

An edited collection, *Science, evolution and schooling: Reflections & debates*, is based on the Science and evolution in the fullness of life colloquium that was held in June 2002. It will be published by the HSRC and available in September 2002.

Another project, on Genetics, African history and archaeology, involves geneticists, archaeologists, paleo-anthropologists, historians and linguists. It investigates the implications of DNA-based genomic research findings for an understanding of the origins, diffusion and naming of human populations in Africa.

Spirit of the nation: Reflections on South Africa's educational ethos is an edited collection of the proceedings of SAAMTREK: Values, education and democracy in the 21st century and it will be published in August 2002. The conference was held on 22-24 February 2001.

Jack Simons, South African scholar 1905-1996: An edited collection of the published and unpublished essays of the late Prof. Jack Simons, including exchanges with Joe Slovo over the nature of the South African transition. It will be available from November 2002.

Ali Fataar and the Non-European Unity Movement (NEUM): Invested with biographical and political history, this account of Dr Ali Fataar, long-time leader of the NEUM of South Africa, was told to Trevor Oosterwyk. It will be published by the HSRC and will be available December 2002.

Living legends in the performing arts is a project that consists of biographical research conducted on South Africans who excel in the domain of the arts. The results are then published monthly as a page in the daily titles of a major newspaper chain.

Eye for cultural diversity and heritage: Commissioned by DACST, this is an analysis of South Africa's cultural diversity and its impact on trade and commercial exchange.

Social cohesion and globalisation: Co-ordinated by Prof. D Chidester in association with National Economic Development and Labour Council (NEDLAC), this is a research-framing project on South African social, cultural and economic efforts to find new forms of cohesion in the face of the challenges facing South Africa and the seductions of globalisation.

Petrol Station 5 Security is a pilot project that examines how to improve the safety, security and working conditions of attendants at South Africa's petrol stations. It is co-ordinated by Dr Wilmot James in association with the Nelson Mandela Foundation, Institute for Security Studies and the Community Chest (Western Cape).

Future developments

Living legends in sports: As a continuation of the living legends biographical research programme, this will now extend to South Africans who excel in the domain of sports. Results will be published

monthly as a page in the daily titles of a major newspaper chain.

International Conference on the Human Genome and Africa, March 2003: Under the AHGI, a major international research conference is scheduled for March 2003, comprising five research workshops, namely, Genetics and History, Ethics and Law, Education, Pathogen Genomics, and Biotechnology. Convenors of the workshops are Dr H Soodyall (University of the Witwatersrand), Prof. D Chidester (HSRC), Prof. L Chisholm (HSRC), Prof. Wieland Gevers (University of Cape Town) and Prof. Mark Swilling (Sustainability Institute).

History 2004 is a book project that gives an account of the history of the South African people in the light of the last decade of democracy. It is written by Michael Morris, in association with Jonathan Shapiro and Prof. W Nasson of the University of Cape Town. The Ministry of Education commissioned the project.

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Corporate Services

Corporate Services provides support to the multifaceted research programmes within the HSRC. It comprises human resources (HR), information technology and systems (ITS), project finance and support, information services (IS), and building and facilities management.

The implementation of the HSRC's new vision necessitated the definition of new jobs and functions in Corporate Services. The number of positions in the organogram was reduced from 136 to 93. In the restructuring, some staff were redeployed and others retrenched or granted voluntary severance. Details are contained in the Council's report. Subsequent appointments have included the Executive Director of Corporate Services, Directors of ITS and HR, and the Head of IS. In the process, black members of staff increased from approximately 49% to 58%, and women in senior administrative posts from 57% to 62%.

Current and recently completed projects

Human resources: Recruitment of research and support staff continues. A task team for staff development has been introduced to facilitate mentoring, bursary schemes and technical and professional training for all staff, as well as assistance with publishing and conference participation for research staff in particular. Other HR strategies to be developed concern staff retention, diversity management, and HIV/AIDS.

At the suggestion of the Staff Union, an Employee Assistance Programme was implemented in 2000, through a private-sector agency. It assists staff with personal and work-related matters and promotes employee well-being.

The Staff Association merged with the Public Servants Association during the latter part of 2001. A new recognition agreement was negotiated and signed with management. Initial discussions on reviewing employment terms and conditions have taken place.

The required progress report on the employment equity plan adopted in mid-2000 has been submitted to government. Significant progress was recorded in removing unfair discrimination, improving representivity at the required rate to meet the specified goals, and promoting a culture of diversity.

Business process re-engineering: The design of an integrated resource planning system - including time-billing, project management, and procurement - has been initiated, after initial inputs from the research Executive Directors. It is especially necessary to provide research leaders with the information and services to manage the rapid expansion of contract-and grant-funded projects. Many previously manual operations are being streamlined and computerised, with the assistance of private-sector advisers.

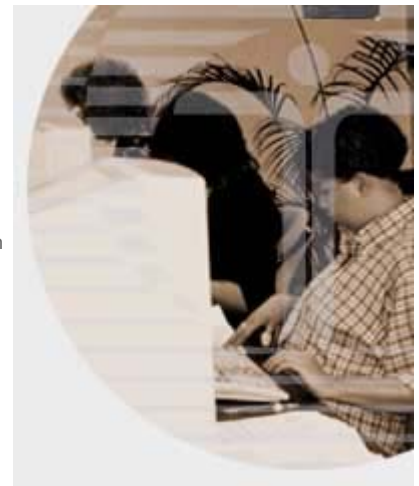
Early thinking is under way on a knowledge-management system. This will span current and previous research holdings and databases, the services from IS described below, and the website.

Information services: Under the new head there has been a strategic thrust towards increasingly electronic services to researchers, coupled with a sustained effort to understand their needs and to develop a responsive, high-quality service. This comprises:

- the library - including the maintenance of a hybrid information collection
- desk research - the packaging and delivering of information and research, alerting researchers to new information and trends
- knowledge sharing - contribution to the developing knowledge management system and the maintenance of a virtual library
- information literacy - providing courses at all the HSRC centres on information resources

Building and facilities management: Appreciable-sized offices were opened and equipped in Cape Town and Durban, followed by satellites in Bloemfontein and Port Elizabeth. These are conceived as sites of a single, distributed national office.

A new video-conferencing facility enables collaboration between the sites, and a new PABX system will allow call-transfers nationwide. Projects are also under way to reshape the interior of the main HSRC building in line with the more interactive functioning of the research programmes, to enhance security, and to refurbish the HSRC's second building at the outset of an extended lease from the tenants.



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Office of the CEO

A small core of staff provides strategic support to the CEO and the organisation as a whole. It facilitates strategic planning and performance monitoring, advances organisational objectives through the components described below, and manages the lines of accountability to the Council, the Minister, and other stakeholders.

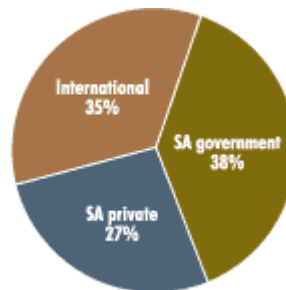
The HSRC Business Development Facility, has been central in achieving greatly improved research earnings over the last two financial years, by

- providing detailed information on tender and funding opportunities at a fortnightly meeting of the CEO, Executive Directors and their section heads, organising responses, and selecting research partners
- giving administrative support on grant applications and contractual requirements
- monitoring income targets, success rates and trends, for future planning

The scale and variety of successful tender and funding applications bode well for the sustained growth of the organisation. More than 40% of competitive applications during 2001/02 have been successful to date, which compares favourably with other research organisations like the HSRC. The top ten externally funded projects in this period, displayed in Table 2 on p. 67 of the Council's report, show a healthy balance between funding received from South African government departments, private sector organisations, and international donor organisations. The balance of this funding is indicated in the adjacent pie chart.

Research earnings from tenders, contracts and grants in 2001/02

This component also supported the preparation of performance reports and strategic plans to the Minister of Arts, Culture, Science and Technology, his Department (DACST), and the National Advisory Committee on Innovation, and the Parliamentary Portfolio Committee on ACST. Extra capacity is being recruited, especially to assist in directed research requests from national and international stakeholders.



International relations: The HSRC has rapidly become a viable partner in the international social science arena, helped by the networks of the new research leaders. The international relations office supports international visits, projects and relationships with partners. It also participates in DACST initiatives to promote science and technology co-operation, most recently with Nigeria, Egypt and China.

Such developments have strongly positioned the HSRC to contribute to NEPAD. Some of the research programmes' links to other African countries are illustrated by the map on p. 7.

Other important initiatives include an annual international conference with the CNRS in France, and ongoing attention to the European Union framework programmes for research, such as a recent successful proposal with several other on information and communication technologies in African schools.

Internal Audit: The Internal Auditor reports directly to both the CEO and the Council's Audit Committee. The latter sets the Internal Auditor's annual workplan, which is executed with the assistance of a private-sector partner.

During 2001/02 the Internal Auditor participated in the outsourced risk assessment commissioned for Council by the Audit Committee. The exercise identified areas of limitation or risk that might prevent the organisation from meeting its goals. One report identified and prioritised risks, based on an analysis of processes and functions within the HSRC structure, and on interviews with managers. Another drew on a workshop with key HSRC functionaries to assess aspects of the perceived "control culture" of the HSRC. A start has been made to address the identified risks, part through the three-year internal audit plan.

The Corporate Communications section was re-established in January 2002 with the appointment of a Director. New means of communication are in preparation, including a regular newsletter and a redesign of the HSRC website, to enhance the impact of the HSRC's research. The section interfaces closely with the new **Publications section**, which has taken advantage of outsourced digital publishing to improve the quality and turnaround of HSRC publications.



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Abbreviations

AHGI - Africa Human Genome Initiative
AMASA - Assessment of Maths and Science in Africa
CGE - computable general equilibrium
CSIR - Council for Scientific and Industrial Research
DACST - Department of Arts, Culture, Science and Technology
DFID - Department for International Development (UK)
DTI - Department of Trade and Industry
EFA - Education For All
EMIS - Education Management Information Systems
ETDP SETA - Education Training and Development Practices of the Sector Education and Training Authorities
FASSET-SETA - Financial Services and Management of the Sector Education and Training Authorities
FOSAD - Forum for South African Directors-General
FET - further education and training
GIS - geographical information systems
HE - higher education
HEMIS - Higher Education Management Information Systems
ICT - information and communication technology
IEC - Independent Electoral Commission
IRDP - Integrated Rural Development Programme
JET - Joint Education Trust
MEDUNSA - Medical University of South Africa
MRC - Medical Research Council
NACI - National Advisory Council on Innovation
NACI - National Advisory Council on Innovation
NEDLAC - National Economic Development and Labour Council
NEPAD - New Partnership for Africa's Development
NEUM - Non-European Unity Movement
NGO - Non-governmental organisation
NOF - National Qualifications Framework
NRF - National Research Foundation
NSI - National System of Innovation
PMTCT - prevention of mother-to-child HIV transmission
QLP - Quality Learning Project
R&D - research & development
RBSD - Resource-Based Sustainable Development
SADC - Southern African Development Community
SADET - South African Democracy Education Trust
SAHARA - Social Aspects of HIV/AIDS Research Alliance
SANLI - South African National Literacy Initiative
SETA - Sector Education and Training Authorities
SITES - Second Information Technology in Education Study
SME - small and medium enterprise
SMME - small, medium and micro-enterprise
SSIP - Seychelles School Improvement Programme
STD - sexually transmitted disease
THRIP - Technology and Human Resources for Industry Programme
TIPS - Trade and Industrial Policy Strategies
UCT - University of Cape Town
UNAIDS - United Nations Programme on HIV/AIDS
UNESCO - United Nations Educational, Scientific and Cultural Organisation
UNICEF - United Nations Children's Fund
UNISA - University of South Africa
WHO - World Health Organisation
WKKF - WK Kellogg Foundation



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