

# ***Vision***

The HSRC seeks to transform its existing disciplinary strengths into a more relevant, modern and comprehensive service function:

- From social databases to social-scientific knowledge management
- From social research to national socio-economic research programmes
- From educational assessment to policy impact evaluation

# ***Strategy***

The HSRC implements a five-part strategy to complement its vision:

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

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# HSRC Council

# Management Team

## New Priority Areas and Executive Directors



Dr Mark Orkin  
HSRC President  
and CEO



Prof. Jakes Gerwel (Chair)  
Chancellor, Rhodes University. Distinguished professor, UCT  
and UWC. Board member of Naspers and Old Mutual.



Dr Anil Kanjee  
Assessment Research  
& Technology



Dr Jan Beuke  
Corporate  
Services



Prof. Colin Bundy  
Presently attached to the University of London (UK).  
Former Vice Chancellor & Principal, University of the  
Witwatersrand.



Prof. Linda Richter  
Child, Youth and Family Development



Ms Nolulamo Gwagwa  
Chief Executive Officer, Independent Development Trust.



Dr Meshack Khosa  
Democracy and Governance Surveys, Analyses and Mapping  
(acting)



Mrs. Nonhlanhla Jordan  
Senior lecturer, Department of Sociology,  
University of Transkei.



Dr Andre Kraak  
Human Resources Development



Dr Vincent Maphai  
Director Corporate Affairs, SA Breweries Ltd.  
Chair, SABC Board.



Mr Mike de Klerk  
Integrated Development



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



Mrs Elize van Zyl  
Labour Market and Job Creation



Mrs Phumelele Ntombela-Nzimande  
Deputy Director-General, Postal Policy, Department of  
Communication.



Dr Olive Shisana  
Social Aspects of HIV/AIDS and Health



Mr Max Sisulu  
Deputy Chief Executive Officer, Denel (Pty) Ltd.



Dr Mokubung Nkomo  
Educational Consulting

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# ***From the Council Chair***

During the year under review the Human Sciences Research Council (HSRC) passed through a decisive phase in its ongoing process of transformation. The organisational architecture required for the HSRC to be a science body geared towards the demands and needs of our changed and changing social circumstances was firmly set up.

The appointment of a new Chief Executive Officer (CEO) was an important development in this process, bringing to an end the inevitable uncertainties of a transitional period. Dr Mark Orkin, who had been a member of Council and had been involved in a previous review of the science councils, brings to the position a wealth of research and research management experience. His former post was that of Head of Statistics South Africa where his leadership in transforming the institution was widely acclaimed.

A rationalisation of the staffing structure of the organisation was undertaken early in the past year. The process was conducted with sensitivity and in a highly consultative manner. The management and the staff representative bodies deserve great credit for the manner in which they dealt with a process that had the potential for disruptive tensions.

An ongoing debate in Council centres on the relationship between contract work and basic research. There is a keen awareness in the organisation that the parliamentary grant cannot continue to be the only major source of funding. While we need to maintain the argument against too severe erosion of that grant, we know that the demands on the fiscus are varied and great. The new CEO and his colleagues have set themselves targets for contract research and are already making significant strides in meeting them.

Council established a research committee as one means of enabling Council members to interact directly with and interrogate the central science issues of the organisation. We are confident that basic social science research and needs-driven contract research can meet each other in a social science research approach that can make a difference.

An exciting development has been the identification of new priority areas of research. This reconfiguration of the organisational architecture, moving away from rigid separation into disciplinary sectors, has enabled the HSRC to be more flexible and responsive to social needs.

Council was keen that the HSRC should also respond to research and service needs in the SADC region and further afield on the continent. Elsewhere in this report there is evidence of how the organisation is becoming increasingly involved in projects in the region and continent.

We need to thank Dr Ben Ngubane, Minister of Arts, Culture, Science and Technology, for his genuine interest in and support for the work of the HSRC. He conveys the message that the government values scientific research and input into policy development and evaluation and into the broader societal conversation.

Council also expresses its appreciation for the energy with which the CEO and his senior management and staff are working to make the HSRC a leading agency in the transformation of South African society.

**Jakes Gerwel**  
**Chair: HSRC Council**

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# ***From the CEO***

There has been a comprehensive turnaround at the HSRC over the past year, continuing into the current year. The goal has been to provide a sound organisational basis for "social science that makes a difference". This has been achieved by three complementary initiatives:

- re-organising the research components and expanding their coverage, by means of multidisciplinary New Priority Areas (NPAs) focused on national development challenges;
- recruiting top-level research managers for the NPAs, in order to improve research quality and staff representivity, as well as the capacity to increase income from contracts and grants; and
- undertaking retrenchments primarily of researchers in early-2000, and restructuring the administration in mid-2001 to improve organisational competitiveness and efficiency.

The benefits have been appreciable. Research-based earnings have risen from R6 million to R16 million, i.e. from 7% to 18% of total income. With savings, this converted a nagging accumulated deficit into an appreciable surplus. Staff incentives and study bursaries could be restored, further researcher recruitment undertaken, and infrastructure installed - all contributing to future sustainability.

## **Multidisciplinary, problem-oriented New Priority Areas**

The first turnaround initiative was to realign the old HSRC research groups and add new areas, yielding an effective spread of NPAs. This process was guided by scans of the milieu conducted by the researchers, as well as inputs from key stakeholders: DACST Minister Dr Ben Ngubane, his National Advisory Council on Innovation (NACI), and the Research Committee of the HSRC Council chaired by Prof. Jakes Gerwel.

Initially, coverage was extended beyond the existing areas of educational assessment and systems, labour markets, and governance to include integrated development; human resources development; social aspects of HIV/AIDS and health; child, youth and family development, and surveys, analyses and mapping. Subsequently, as part of extending the core competencies, recruitment has been undertaken for start-up of three further NPAs: socio-cultural integration; knowledge management, and policy impact evaluation. Within the NPAs, issues of indigenous knowledge systems and gender are mainstreamed.

A weekly meeting of senior researchers was instituted in which interdisciplinary teams are set up to bid for tenders and grants. Examples of resulting projects are covered in the "Highlights" on ensuing pages and in the NPA sections. Authoritative researchers outside the organisation - from universities, NGOs, and fellow science councils - are invited to participate in the teams.

The HSRC's statutory mandate is not only to execute research but also to facilitate collaboration among research establishments. This is essential for the required scale of research into complex national problems. Each NPA is accordingly shaping a coherent, large-scale, multi-year research programme, within which researchers countrywide can communicate, and projects can be aligned for maximum relevance and impact.

Two such research programmes are already well under way: to inform the national HRD Strategy, and to extend the use of educational assessment tools throughout Africa. Others are nearing implementation: to cover the social aspects of HIV/AIDS, contribute to the integrated rural development strategy, inform urban renewal (which is the HSRC's assigned responsibility in the community of science councils), and shape interventions regarding pre-school children.

On this foundation, the HSRC has started to expand and transform its core competencies:

- from research projects to collaborative national research programmes;
- from educational assessment to policy impact evaluation;
- from database maintenance to knowledge management.

## **Recruitment of top-level NPA leaders**

These advances are driven by the eight top-level social scientists that were recruited or promoted around the end of the reporting period to lead the NPAs. Four more appointments of similar calibre, to lead the further NPAs, are due during 2001/02. Twenty research directors and specialists have also been hired or promoted to head the different sections within the NPAs.

This recruitment has been helped by the opening of research offices in Cape Town and Durban, linked to Pretoria by computer network, tele-conferencing and air-travel. In addition, the HSRC's salary packages now recognise that people of professional status who are also successful research managers have to be recompensed for previous consulting income. Part-time co-appointments with universities or other science councils are welcomed, to mutual benefit.

## **Re-engineering the organisation**

The third initiative for turnaround had two phases. At the beginning of the review period, researchers were retrenched on primary criteria of essential skills and affordability. At the end of the period, the need was recognised to restore an appropriate balance in the staffing of the organisation, by reducing the number of administration and support positions from 135 to 93. Following extensive consultations with the staff union, these arrangements were implemented early in 2001/02. With expansion of the NPAs, researchers will become a majority among the overall staff over the next two years, in line with international norms. Functions have been redistributed in the revised organogram. The next step is to simplify the cumbersome administrative processes and computerise the improved versions.

Senior managers now have an "at risk" component in their packages, using performance criteria to be discussed such as advancing excellence, earnings, and representivity. Conditions of employment are to be reviewed with the staff union, alongside introducing a coherent salary scale. Control of resources is being devolved to NPA leaders, requiring improved and transparent information systems for research project management and corporate services



alike. The vacant space in the HSRC Building has been let.

**Performance indicators**

The turnaround has been rapid and far-reaching. The excitement has been unavoidably accompanied by some uncertainty and pain. Like other science councils, the HSRC has to be more entrepreneurial to be able to grow, and it must therefore embrace more risks. Council's revitalised Internal Audit Committee is monitoring these risks on the organisational side. On the professional side the Council's Research Committee, mentioned by the Chair, is helping the organisation advance its social-scientific excellence, independent insight, professional development, and international standing, at the same time as assuring its viability through suitable research earnings.

The careful mix of commitments described above is summarised in the HSRC's "COUPE" strategy: Contracts, Outreach, User-orientation, Performance, and Excellence. Prompted by DACST's "balanced scorecard" methodology, a set of indicators has been identified to monitor the implementation of the strategy. Some important indicators are qualitative, such as instances of the actual impact of research on policy, while others are quantitative.

In this message I shall report annually on half a dozen quantitative items that summarise how the leadership team is doing on the COUPE strategy. Next year's table will be able to compare our performance with the 2000/01 baseline and the targets. The HSRC is determined to be accountable for the income it receives, and for its organisational effectiveness in contributing through social science to South Africa's development challenges.

HSRC's selected key performance indicators	End - 2000/01 performance %	End - 2001/02 target %	End - 2002/03 target %
<b>Contracts and grants:</b> research earnings as a proportion of total income	27	34	41
<b>Outreach:</b> proportion of projects with external researcher participation	22	26	30
<b>User-orientation:</b> proportion of successful tender or grant submissions	24	29	34
<b>Performance (equity):</b> proportion of black researchers	40	47	54
<b>Performance (efficiency):</b> proportion of researchers in total staff	30	50	60
<b>Excellence:</b> proportion of researchers publishing a refereed journal article	30	40	50

**Mark Orkin**  
**CEO: HSRC**

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# Highlights

The projects and programmes highlighted here affirm the HSRC's role in the National System of Innovation in providing "social science that makes a difference". The activities associated with these projects and programmes also illustrate the HSRC's new strategic commitment to research excellence, to contracts that are responsive to user needs, to partner institution outreach and to performance orientation.



## Assessing educational provision

- On behalf of USAID the Research Triangle Institute contracted the HSRC to participate in the Assessment Modelling Initiative over the next two years.
- A further long-term international project is the Monitoring Learning Achievement Study in Africa commissioned by UNESCO/UNICEF. The HSRC provided technical assistance for assessing the life skills, literacy and numeracy performance of participating Grade 4 learners from 12 African countries, and presented the results at the world conference on Education for All held in Dakar, Senegal, in April 2000.
- UNICEF also contracted the HSRC to assist the Ministry of Education in Eritrea in developing a national assessment system and in devising a training programme for ministry officials.
- Work continued on the Quality Learning Project, a five-year school improvement study funded by the South African Business Trust and commissioned by the Joint Education Trust. The main objectives are to ensure the effective management of district schools selected from each province and to inculcate appropriate teaching methods at the 500 high schools involved.

## Developing human resources and education

- The Department of Arts, Culture, Science and Technology (DACST) awarded the HSRC R5 million per annum for three years for a research programme to integrate databases and evaluate trends in educational supply and labour market demands.
- In October 2000 the South African Cabinet appointed the HSRC as the principal agency for undertaking and managing the research for its proposed Human Resource Development Strategy, led by the Departments of Education and Labour.
- The Joint Education Trust awarded the HSRC a major contract to investigate the responsiveness of technical colleges to the labour market.
- A labour market analysis for South African public further education and training colleges in all the provinces was conducted for the National Business Initiative. Issues dealt with included economic and employment trends, skills needs and training provision.
- In a study commissioned by the Mining Qualifications Authority and German Technical Co-operation, the HSRC analysed the current supply of skills and future skills needs in the mining and minerals sector.
- The Department of Education commissioned the HSRC to develop a Further Education and Training Management Information System in electronic and hard copy format.
- Dr Ben Ngubane, Minister of Arts, Culture, Science and Technology, announced the results of the second stage of the Third International Mathematics and Science Study of school learners on 5 December 2000. The HSRC conducts the South African component of the study.  
Promoting democracy through surveys
- At the request of the Independent Electoral Commission (IEC) the HSRC conducted a pre-election survey during November 2000 to guide the IEC's final voter education strategy and campaign for the local government election held on 5 December 2000.
- The IEC also commissioned the HSRC to conduct an exit poll on the day of the election. The results were broadcast live by the SABC.  
Enhancing governance
- Written by leading scholars in the field under the editorship of three HSRC staff members, the publication *Democracy and governance review: Mandela's legacy, 1994-1999* offers an independent assessment of the country's transition to democracy.
- On the eve of the National Women's Day celebrations (9 August 2000), Ms Brigitte Mabandla (Deputy Minister of Arts, Culture, Science and Technology) and Dr Rob Adam, Director-General of the same department, took part in a function to launch *Women marching into the 21st century*, a book compiled and published by the HSRC.
- The personal memoirs of Raymond Mhlaba, a stalwart of the South African liberation movement, were published jointly by the Robben Island Museum and the HSRC in March 2001

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# ... Highlights

## Analysing social issues

- An assessment of the social impact of gambling in South Africa was undertaken for the National Gambling Board early in 2000. The research, published jointly by the Board and the HSRC, reflects the views of stakeholders and contains policy recommendations.
- The HSRC secured a two-year contract from the Department of Social Development to analyse the effect of HIV infection and AIDS mortality on South Africa's population structure.
- Together with the Medical Research Council, the HSRC won two tenders from the Department of Health to study the impact of primary health care on the health status of South Africans, and the implications of HIV/AIDS for the country's health sector.



## Working towards sustainability in rural and urban development

- In conjunction with the British government's Department for International Development, the HSRC established a Southern African Regional Poverty Network in February 2001 aimed at strengthening links between stakeholders concerned with poverty issues.
- Following the flood damage in South Africa early in 2000, the Command Centre for Flood Relief and Emergency Reconstruction commissioned the HSRC to evaluate emergency reconstruction programmes in four affected provinces.
- The HSRC completed a preliminary survey on the processes, causes and impact of internal migration in South Africa. Research on cross-border migration from three neighbouring countries to South Africa was also conducted.
- The Department of Environmental Affairs and Tourism appointed the HSRC and the CSIR as consultants to develop a core set of indicators on the "state of the environment".

## Forging international links

- Delegates from the USA-based National Science Foundation, led by Deputy Director Dr Joseph Bordogna, visited the HSRC in August 2000. Ideas on research collaboration were explored.
- The HSRC collaborated with France and India in a three-nation study on spatial restructuring and reorganisation.
- Prof. Michael Young of the Institute of Education, University of London, delivered the keynote address at a round table discussion hosted by the HSRC on the development and implementation of education policy in South Africa over the past ten years.
- From 8 to 10 November 2000 the HSRC, together with the French Centre National de la Recherche Scientifique (CNRS), the French Africa Institute and the National Research Foundation (NRF), held a workshop on the impact of globalisation on the world of work. It was attended by some 80 delegates from South Africa, France and neighbouring African countries, including Namibia and Zimbabwe.
- Prof. Gordon F. De Jong from Pennsylvania State University in the USA spent some time at the HSRC during December 2000 doing research on the causes of internal migration in South Africa.
- Ms Clare Short, British cabinet minister responsible for international development, opened her official tour of South Africa with an address at the HSRC on 12 February 2001. She outlined her government's vision of making globalisation work to the advantage of the world's poor.
- The HSRC was part of a DACST delegation that visited Nigeria in March 2001 to explore the feasibility of establishing bilateral relations. The visit has led to co-operation with the Nigerian Institute of Social and Economic Research, notably in the area of HIV/AIDS-related research.
- The HSRC programme co-ordinator of Indigenous Knowledge Systems (IKS) joined DACST study trips to China and India on traditional knowledge and government approaches to IKS issues such as commercialisation, protection and community participation.
- The HSRC, together with other South African science councils, participated in EXPO 2000 in Germany (from June to October), funded by the Department of Foreign Affairs. The HSRC was responsible for a major exhibit reflecting the EXPO 2000 theme of humankind-nature-technology.

## Facilitating public lectures and seminars

- Seven seminars were presented as part of the HSRC's Democracy and Governance Public Policy Seminar Series, which promotes interaction between government departments, the diplomatic corps and research institutions. Guest speakers included the Ministers of Public Service and Administration and Trade and Industry, the President of the Constitutional Court, the Chief Electoral Officer of the IEC, and the Chief of the South African National Defence Force.

- Distinguished experts from England, Botswana and South Africa on refugees, the role of intellectuals, governance and regional integration, read papers as part of the HSRC's Sam Nolutshungu Memorial Lecture Series, which engages critical thinkers in academic debate on African affairs.

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# ***New Priority Areas***

As part of the HSRC's vision to transform its existing disciplinary strengths into more relevant and comprehensive social research services, research managers and HSRC Council members reorganised the HSRC's research activities and regrouped its projects into interdisciplinary New Priority Areas (NPAs), thus replacing the organisation's previous research programme structure.

Guided by the government's development priorities, the targets of the National System of Innovation, and the Presidential Imperative Programmes of the Committee of Heads of Research and Technology, the NPAs encourage more user-driven and problem-oriented research, and thereby also enhance the HSRC's research earnings and financial sustainability.

There are currently eight NPAs, while Indigenous Knowledge Systems (IKS) and gender issues are cross-cutting themes in each NPA.



Three further NPAs are envisaged, to cover Socio-cultural Integration, Knowledge Management and Policy Impact Evaluation.

NPA boundaries are flexible so that a team conducting any particular project, typically includes researchers from more than one NPA drawn from the HSRC's office in Pretoria, as well as from its new offices in Cape Town and Durban.

The following sections describe in greater detail the activities and future plans of the eight NPAs.

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# Assessment Research and Technology

***Assessment is not merely a technical exercise but brings with it assumptions and theories which are rooted in a particular understanding of the needs of society.***

- Blade Nzimande, former Chair, Parliamentary Select Committee on Education; current Secretary General, SA Communist Party



Assessment is an important aspect of programmes aimed at enhancing individual development, growth and empowerment in the lives of people as they study, work and enjoy their leisure time. Current transformation initiatives in the national education and training system present unique challenges in the area of assessment.

The HSRC in the past year reconceptualised its assessment role and function to keep abreast of new legislation pertaining to the South African Qualifications Authority, the Health Professionals Council, labour relations and employment equity.

The Assessment Research and Technology NPA (New Priority Area) has gained international and national recognition for its expertise and research in the theory and practice of assessment. It focuses on:

- Conducting quality research in the area of assessment (including problem solving, policy issues, and the development of a multi-institutional, multidisciplinary approach).
- Developing new assessment technologies and enhancing existing ones to meet the requirements of an ever-changing environment.
- Improving education by promoting assessment, enhancing ethical standards and codes of conduct, and developing capacity and wider networks.

These interrelated objectives are met by systemically monitoring and assessing learning outcomes in education and training; conducting studies to enhance the assessment of the teaching/learning process; improving the assessment of skills, abilities and competencies at the entry points into and exit points from the worlds of work and learning; developing and using relevant computer technology to enhance the assessment process, and validating and upgrading assessment instruments.

During the period under review the NPA engaged in a wide range of co-operative research projects on assessment, locally and internationally. The first **Monitoring Learning Achievement** study in Africa, commissioned by UNESCO/UNICEF, culminated in a book published in English and French. The NPA provided technical assistance for assessing the life skills, literacy and numeracy performance of Grade 4 learners from 12 African countries (Anglophone, Francophone and Arabic) participating in the various projects. In addition to publishing the research findings, the NPA was invited to present the results at the world conference on Education for All held in Dakar, Senegal, in April 2000.

In a further long-term international assessment project, UNICEF contracted the NPA to provide technical assistance to the Ministry of Education in **Eritrea** for the development of a **national assessment system**, as well as a training programme for ministry officials.

Work continued on the **Quality Learning Project (QLP)**, a five-year major school improvement project carried out on behalf of the Joint Education Trust and funded by the South African Business Trust. The QLP's objective is to ensure the effective management of the district schools selected from each province and to inculcate appropriate teaching methods in the 500 high schools concerned.

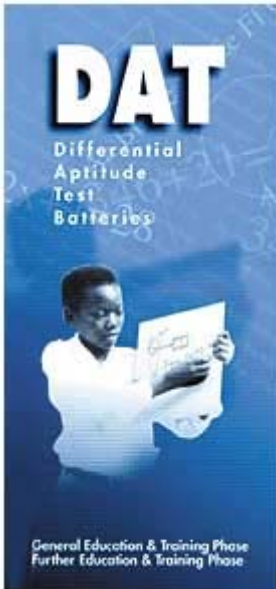
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# ...Assessment Research and Technology

The NPA is responsible for the evaluation component of the project in years one, three and five. Phase one of the QLP was completed in the 2000/01 financial year and involved assessing the performance of Grade 9 and Grade 11 learners from a sample of the participating schools, as well as obtaining baseline information from all district offices and sampled schools.

During February 2001 the NPA won a contract to evaluate the **Mahlale** project for the Joint Education Trust. The study entails an assessment (over a period of three years) of Grade 9 learners' performance in mathematics and English reading and writing skills in the Northern Province. The findings of this district development project will be incorporated in the full baseline report, due for release in July 2001.



Towards the end of 2000 the Research Triangle Institute awarded the HSRC a tender of approximately R7 million (the **Assessment Modelling Initiative**) to develop assessment models and evaluate the performance of Grade 3 learners in 500 schools across four provinces participating in USAID's District Development Support Programme.

As part of a consortium led by the Centre for Education Policy Development, the NPA is evaluating the education system at Grade 3 level for the national Department of Education. The principal objective of this **Systemic Evaluation** study is the provision of baseline data for a longitudinal assessment of the education system at the end of the foundation phase (Grades 1-3).

The research will be done in cycles of approximately three years, with the NPA providing the necessary technical guidance. Instruments have been developed and piloted in all 11 official languages, concentrating on the numeracy, literacy and life skills of Grade 3 learners.

In the 2000/01 financial year the NPA was also involved in work to promote, support and facilitate the ethical, fair, informed and non-discriminatory use of psychological instruments. **Psychological assessment** technology and instruments were refined, while the development and adaptation (restandardisation) of a number of instruments continued. Particular attention was given to test bias, fairness and validity.

Test instruments released include the Differential Aptitude Tests (designed to provide further training in guidance and counselling, and suitable for persons with a formal qualification equal to or higher than Grade 7) and the Learning Potential

Computerised Adaptive Test (designed to provide learning experiences utilising non-verbal material as part of the assessment of learning potential, and suitable for persons with a formal qualification as low as Grade 5).

The existing Grover-Counter Scale of Cognitive Development was extensively revised to accord with South African norms. The scale assesses intellectual functioning according to Piaget's theory of intellectual development. The assessment is finely focused, enabling the translation of the findings into meaningful recommendations for teachers.

The Computer-Aided Testing System (CATS) was designed as one of the NPA's new generation assessment instruments for creating new tests and computerising existing tests. The first software version can handle most Windows graphic formats and allows the user to specify the number and format of questions, as well as the general layout of the test.

During 2000/01 sales of HSRC assessment products and technologies increased by 20%, indicating the market's ability to adapt to the changed legal and practical requirements regarding assessment.

The NPA will in **future** continue to focus its research on educational assessment activities, the development of new assessment instruments and technologies, and the promotion of assessment generally. Some prominent themes will be policy concerns about assessment practices, popularising and demystifying assessment, the systemic monitoring and assessment of learning outcomes, and the assessment of skills, abilities and competencies in the worlds of work and learning.

Two new projects are scheduled for mid-2001: an evaluation of the Seychelles School Improvement Programme, commissioned by the Commonwealth Secretariat, and the Assessment of Mathematics and Science Achievement programme in Africa for the International Institute for Capacity Building in Africa.

The NPA will also prepare for its participation in the 2002 repetition of the Third International Mathematics and Science Study. The focus will be on the development of new data analysis instruments for use in the study among Grade 8 learners in South Africa.

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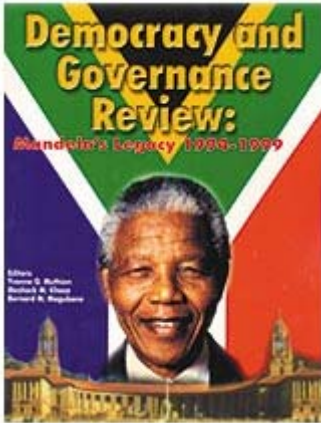
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# Democracy and Governance

***We have left the past and ... are moving to a future founded on the recognition of human rights, democracy and peaceful co-existence.***

- Desmond Tutu, Archbishop emeritus



In his often-quoted "two nations" speech, Pres. Thabo Mbeki entered the debate on the impact of South Africa's transformation on the lives of those who had been historically disenfranchised, and the poor in particular. The debate centres on the extent to which governments, markets and civil society can empower the poor and reduce inequality in the context of the rapid global integration of financial systems and world markets.

Since the 1994 democratic elections the South African government has implemented programmes aimed at improving the access of the poor to health, education, water and housing, thereby also seeking to empower them. The government has committed itself to enhancing performance in all major service delivery sectors. The effects of government policies accordingly require closer monitoring to ensure that policy outcomes match the stated objectives.

The Democracy and Governance NPA (New Priority Area) focuses primarily on governance - notably, local and provincial government institutional development, and local and provincial government service delivery.

**Empowerment and transition** in South Africa received continued attention. Following public demand, two books published in early 2000 were reprinted (one entitled Empowerment through service delivery and the other Infrastructure mandates for change, 1994-1999).

The report of a study on empowerment prospects through the transformation of the South African economy will be released in July 2001. The report cites far-reaching political and policy changes, but maintains that the outcome of these changes is still largely unknown. It concludes that the daunting task of redressing inequalities is being undermined by the legacy of the past, massive unemployment, limited human and technical capacity, and the negative consequences of globalisation.

Other contributions were published under the generic theme of **democracy and governance**. Written by leading scholars in the field under the editorship of three HSRC staff members, Democracy and governance review: Mandela's legacy, 1994-1999 offers an independent assessment of the country's transition to democracy. The book examines the institutional forms and capacities that underpin South Africa's new democratic order, and argues that a new culture of participatory governance is emerging. It is clearly pointed out that democracy will, however, not be consolidated while inequality coincides with race.

A second major highlight was the official launch on the eve of National Women's Day (9 August) of Women marching into the 21st century, a book commissioned by the Department of Arts, Culture, Science and Technology and compiled by HSRC researchers. It is the first in a series of publications to celebrate the achievements of South African women, as far back as the turn of the 19th century. The volume provides information on more than 500 women in politics, the arts, science, the humanities and business. Of special interest is the inclusion of some of the pioneers who participated in the Women Defiance Campaign of 1956.

Raymond Mhlaba's personal memoirs: *Reminiscing from Rwanda and Uganda*, was published jointly by the HSRC and the Robben Island Museum in March 2001. "Oom Ray" was a stalwart of the liberation movement and his life story (narrated to an HSRC researcher) provides insight into the democratic consolidation process in South Africa, and is a significant addition to the people's history of South Africa.

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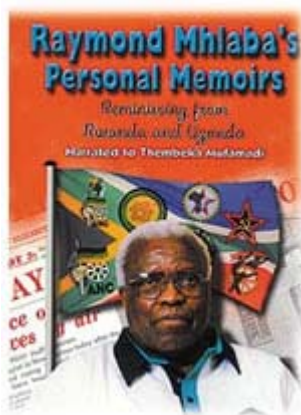
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# ...*Democracy and Governance*

The NPA researched the role of **public participation** in democratic governance in South Africa. The report (including case studies at national, local and sectoral levels) will be published in July 2001. A contract project for the North West province on public participation in decision-making processes in the provincial legislature was also undertaken.

Other completed projects include a book entitled Socio-economic rights in the South African Constitution: Theory and practice, and a forthcoming publication on democracy and state formation in Africa. The latter - to be co-published by Heinemann Publishers (USA) and the HSRC - is the culmination of a five-year study in collaboration with the Free University of Amsterdam and includes case studies by political and social scientists from across the world.

The HSRC is a key partner in the "Road to democracy" project carried out under the auspices of the South African Democracy Education Trust (SADET), which was launched by Pres. Thabo Mbeki on 21 March 2001. A senior HSRC researcher has been seconded to SADET to document the history of the liberation movements in Gauteng and to help provide strategic research leadership to the national project.



The major impact of the NPA during the 2000/01 financial year was its heightened visibility as a leading role player in the analysis and interpretation of information in the fields of political and economic empowerment, social change and transition. The NPA's work assisted decision making at all levels, and also helped forge partnerships and networks with local experts and international associates from the USA, India, Canada and France. In turn, these research outputs and networks enabled the HSRC to access local and international funders and to participate more widely at international conferences.

To encourage research excellence, stimulate public debate and promote interaction with stakeholders in government departments, the diplomatic corps and research institutions, the NPA continued to organise the prestigious Sam Nolutshungu Memorial Lecture Series and the Public Policy Seminar Series. Several high-profile international speakers, cabinet ministers and leading civil society members delivered keynote addresses at the well-attended lectures/seminars.

The relevance of the NPA's **future** research is assured because of its focus on matters of national as well as individual interest. Ongoing research themes include empowerment and transition; urban development and renewal; experiences and perceptions of service delivery in different sectors, and district councils and local governance in South Africa. A collaborative research project on the transformation of the local government sector, for example, has been scheduled for the next financial year.

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# ***Human Resources Development***

***The HRD Strategy attempts to ensure that we meet the needs of our economy and our democratic order.***

- Kader Asmal, Minister of Education; Membathisi Mdladlana, Minister of Labour

The New Priority Area (NPA) focusing on Human Resources Development (HRD) was established towards the end of 2000. It resulted partly from the HSRC's scan of user needs over the past year, and partly from the South African Cabinet decision in October 2000 to appoint the HSRC as the primary agency for undertaking and managing the research for its proposed HRD Strategy. The NPA's establishment was accelerated by a Department of Arts, Culture, Science and Technology award to the HSRC of an additional R5 million per annum for three years for specified HRD research.

HRD is seen as a cross-sectoral research area, shaped by and impacting on a multitude of government policy domains such as education and training, the labour market, the macro-economy, and industrial and foreign trade. HRD is accordingly one of the most important components of post-apartheid socio-economic reconstruction and development. Pres. Thabo Mbeki himself has identified a national HRD Strategy as a government priority.

NPA staff members, as part of a task team, assisted the Departments of Education and Labour to formulate the initial HRD Strategy document. At the official launch in April 2001, the government confirmed the HSRC's key research support role in this enterprise.

The Cabinet has identified seven priority areas for HRD Strategy implementation over the next two years: the development of adult basic education and training; learnerships; early childhood skills; public sector skills; scarce skills; small, medium and micro-enterprises, and industry-education partnerships. The HSRC's immediate research role will be to monitor and evaluate the implementation of government policy in these critical areas. (Future NPA activities in this regard are dealt with at the end of this section.)

In 2000/01 NPA researchers also collaborated on other projects at provincial, national and international level. As part of the debate on further education demand and provision in Mpumalanga and the North West province, the NPA participated in a series of situational analyses of technical colleges to gain a national overview of the subsector. Partners in the project were the Colleges Collaboration Fund and the national and provincial departments of education. The findings guided the reorganisation of the Further Education and Training (FET) sector, as set out in the recent Education Ministry report.

Work on the Technical College Responsiveness Project - commissioned by the Joint Education Trust - began in February 2001. The project investigates the responsiveness of technical colleges to the labour market, builds on earlier HSRC research on this sector in South Africa, and involves a tracer study of N3 engineering graduates. Main project beneficiaries are the FET branch of the Department of Education, the education departments of Gauteng, KwaZulu-Natal and the Western Cape, the technical colleges in these three provinces, and large-scale employers of technical college graduates - particularly those based in the provinces selected for the study.

The NPA's ability to service client needs was demonstrated in projects involving large-scale surveys and the construction of databases derived from these surveys. In a project commissioned by the Department of Education the HSRC conducted a national survey of school libraries. The resultant database and reports will give learners more equitable access to the library and information resources needed to practise targeted skills in the new curriculum.

A major baseline survey of industrial training across a range of economic sectors in South Africa for the Department of Labour was also completed. The survey assessed the impact of the national Skills Development Strategy - specifically the levy grant scheme - on skills development/training in the workplace. The findings will help the department concerned and the National Skills Authority gauge the effectiveness of skills development strategies over time.

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# ...Human Resources Development



Informed decisions on education and training policy, planning and priorities require reliable, accessible and compatible education

and training management information systems. The Department of Education accordingly contracted the HSRC to head a consortium to design software that will ensure uniform reporting of activities among institutions at the FET level.

The NPA's research serves the needs of policy makers at local as well as national level. For example, in the report period, a survey of learner attendance aimed at reducing absenteeism rates was conducted for the Gauteng Department of Education.

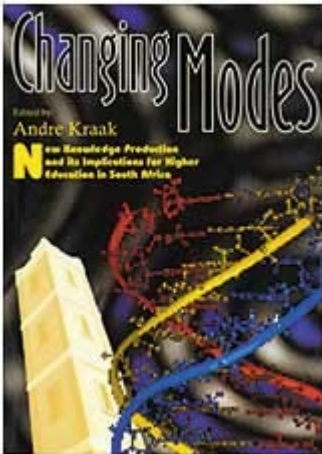
In the general education and training sector, the NPA was once again involved in a repeat of the TIMSS (the Third International Mathematics and Science Study). This study had been undertaken in 1995 by the International Association for Educational Achievement to examine the status of education systems worldwide. The aim of the 1998/99 repeat study (TIMSS-R) was to assess developments in the intervening period. The repeat study, involving 38 countries (including Morocco, Tunisia and South Africa in Africa), focused on Grade 8 learners. In South Africa 8 000 pupils from 200 schools took part in the research.

The study ranked South Africa the lowest of all the participating countries in mathematics as well as science. Among other factors, one particularly affecting South Africa may have been that the majority of the learners could not adequately follow the questions or communicate their answers in the languages used for the test (English and Afrikaans - the medium of instruction and the languages currently used for matriculation examinations).

A project on the linked processes of learner migration between schools and the deracialisation of schools in South Africa was also completed. The project analysed demographic trends in learner enrolments following the end of formal racial segregation in schools, and paid particular attention to ways in which racially integrated schools respond to issues of race, language, religion and culture.

The USAID-funded District Development and Support Programme (DDSP) reflects a commitment of the South African and USA governments to support the provision of high-quality basic education to all learners. The NPA administered the baseline study for a DDSP project in the Ulundi educational district of KwaZulu-Natal. In the Mthonjeni project a consortium of service providers - including the HSRC - will provide training and capacity building to school-based educators and district officials in this region over a period of three years.

The HSRC once again supported the Expo for Young Scientists which enables young people to exhibit their work in science technology and mathematics. The Expo thus promotes interest in these fields among the country's youth and also benefits educators and learners in outcomes-based education.



At the invitation of the NPA, Prof. Michael Young (a leading education and training scholar from the University of London) was the keynote speaker at an HSRC round table discussion in October 2000. Several South African education policy analysts and senior Education Department officials also took part in an evaluation of the development and implementation of education policy in South Africa over the past decade. The dialogue is encapsulated in a collection of papers due for release in July 2001.

In addition to published research outputs in professional journals and reports, NPA staff members also contributed to the publication of two books entitled *Changing modes: New knowledge production and its implications for higher education in South Africa* and *The recognition of prior learning: Power, pedagogy and possibility. Conceptual and implementation guides*.

Regarding future plans, numerous research projects are expected to emanate from the HRD Strategy. The NPA will act as a centralised information clearing house for the Strategy, and will in particular add value to Management Information Systems (MIS) already set up in the Departments of Education and Labour, as well as at Statistics South Africa.

The NPA will also undertake various medium to long-term research tasks

such as:

- Improving the integration of MIS databases - specifically those dealing with education and training, and with labour market and employment conditions.
- Doing new qualitative and theoretical research on the quantitative MIS data to yield more detailed information on HRD conditions on the macro, meso and micro-levels.
- Producing and disseminating secondary analyses of the accumulated cross-sectoral data.

These activities will give rise to a much larger and intellectually richer HRD research community in South Africa. The HSRC and its research partners, as well as scholars from the higher education sector, will begin to use the new HRD data for ongoing research. Such a facility is currently lacking in the National System of Innovation.

In addition to its HRD research, the NPA is engaged in two further large-scale studies. In the first, the Ford Foundation has commissioned the NPA to research private higher education and training. This will comprise a qualitative study of several institutional "types" operating in a sector about which very little is known.

The second project entails an examination for the Department of Education of the factors affecting the choice behaviour of secondary school learners who consider entering higher education. A survey of Grade 12 learners in 150 schools in all nine South African provinces will be followed up by a second survey the following year on the study choices of the same learners who are registered for higher education programmes.

The Joint Education Trust has requested the NPA to establish the relationship between learner achievement results and socio-economic factors as an extension of the Assessment NPA's Quality Learning Project in all nine provinces in South Africa. This project will involve innovative GIS mapping techniques and the intensive use of national census data and other databases. It has the potential to make a significant contribution to the sociology of education in South Africa.

Finally, through the Second Information Technology in Education Study, the NPA will participate in an international

comparative project on information technology in schools.

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# ***Integrated Development***

***No progress can be made towards a life of dignity for our people as a whole unless we ensure the development of South Africa's rural areas.***

- Thabo Mbeki, President of South Africa

The objective of the New Priority Area (NPA) Integrated Development is to undertake research designed to promote integrated sustainable development in the rural and urban areas of South Africa. Such development is aimed at alleviating poverty, improving the quality of life of people, enhancing economic production and promoting a more equitable distribution of resources.

Development is viewed from a human perspective, with the strength of the NPA lying in its insight into the institutional, management, economic and human impact aspects of development issues. This wide spectrum points to the multidisciplinary and multisectoral nature of the NPA's approach.

While the concentration of poverty in rural areas leads to particular emphasis on rural research, the NPA's integrated approach takes into account rural-urban and Southern African regional linkages, as well as the integral relationship between economic, social and environmental factors in determining the sustainability of development.

Its focus on rural and urban areas positions the NPA strategically to support two of the Presidential Imperative Programmes, namely Integrated Sustainable Rural Development and Urban Renewal, the latter in collaboration with the Democracy and Governance NPA.

Research projects during the past year included poverty reduction; land reform policies and practices; the need for sustainable water supply in rural areas; the impact of natural and human disasters on poor communities; the role of public health, water and sanitation in the well-being of children, and the phenomenon of internal and cross-border migration in a South African context.

With the assistance of the British government's Department for International Development, the NPA established a Southern African Regional Poverty Network in early 2001. Its objectives are to encourage debate in the region on poverty issues cross-sectorally, to strengthen existing and emerging links between stakeholders concerned with poverty issues, and to promote research and exchanges of information and discussions between these stakeholders. It is believed that this initiative, to be conducted in conjunction with regional partners and agencies, will prompt more focused debate and thinking. A first step towards achieving this goal is a two-day conference on land reform and poverty alleviation in June 2001.

Following the flood damage in South Africa during the early months of 2000, the NPA was commissioned by the Command Centre for Flood Relief and Emergency Reconstruction to evaluate its emergency reconstruction programmes in KwaZulu-Natal, the Northern Province, Mpumalanga and the Eastern Cape. The research, undertaken with the assistance of the Development Bank of Southern Africa, revealed that mainly poverty-stricken rural communities had borne the brunt of the devastation. The reports are intended to help the government introduce effective preventive strategies timeously to save lives, protect assets and minimise environmental degradation. The provision of a sustainable, readily accessible water supply system - a basic human need shown to be a highly effective development catalyst - is a universal community challenge. The HSRC has been involved in research in this area for the past four years. In 2000/01 NPA staff members contributed a chapter on community participation and empowerment in rural water supply for a planned book on public policy and related practice.

Two contract projects dealing with aspects of poverty alleviation and community development were undertaken in the period under review. One involved data collection, analysis and projections of household income for 2001-2003 by municipality to assist the Department of Provincial and Local Government in its local government equitable share modeling activities for the 2001/02 financial year. In the other project the NPA, as a partner in a consultancy service, conducted a feasibility study to support local economic development in the Northern Province.

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JAMES NKHWATHIREMA

# *..Integrated Development*



Work on the multi-year project on the role of HIV/AIDS, water quality and related factors in infant and child survival continued in the report period. Activities mostly involved arrangements for the visit in mid-2001 of Profs Barbara Anderson and John Romani, both internationally recognised academics from the University of Michigan. As guest researchers at the HSRC for a year they will participate in the production of high-level, policy-related outputs on infant and child mortality in South Africa.

Very little is known about the processes, dimensions, causes and impact of internal migration, particularly on development and poverty, in South Africa. The NPA accordingly undertook and completed an initial survey on the subject during 2000. The main survey among 4 300 households was planned in the year under review. The generated data will be available for analysis from October 2001, after which a model for the prediction of migration and urbanisation will be developed. Two renowned scholars, Profs Gordon F. De Jong (United States) and Aderanti Adepoju (Nigeria), as well as several (local) external experts participated in the first phase of the project. NPA researchers contributed a commissioned chapter on migration and unemployment for the Department of Social Development's publication entitled The state of South Africa's population report 2000. The research findings should inform future policy, especially on cross-border migration. A book based on the NPA's research on internal migration is due for release later in 2001.

The first phase of the project on **cross-border migration** that started some two years ago entailed a study on the causes and impact of cross-border migration from Mozambique and Zimbabwe to South Africa. The implications for regional development and planning, especially in Mpumalanga and Mozambique, were also investigated. The study was completed in March 2000.

The second phase (migration from Lesotho to South Africa) was conducted in 2000/01. The study included a number of items in a questionnaire survey conducted in Lesotho, particularly to establish the implications of cross-border migration on service delivery in South Africa, as well as the impact of mineworkers' wages/remittances on the economy of Lesotho.

Both studies suggest that the causes of cross-border migration from neighbouring states to South Africa are complex, interwoven and cannot be ascribed to one specific factor. A burning research question being addressed is whether high levels of migration will in the long run be sustainable for South Africa and the region. The findings will be published in a forthcoming book and reports on cross-border migration.

In the **future** the NPA will continue to focus on a broad range of issues:

- Poverty alleviation, livelihood strategies and quality of life.
- Integrated rural development (including agriculture; the rural non-farm/SMME sector; rural finance and land reform).
- Urban renewal and development, rural-urban migration, agro-processing and urban agriculture.
- Service delivery and infrastructure, especially water, sanitation and transport.
- Natural resource management and the environment (including tourism).
- Social and institutional development and capacity building (including intergovernmental relations; the role of traditional authorities and local government delivery; community empowerment through the development of community-based resources; the application of indigenous knowledge, and community participation in intervention strategies).
- Spatial development (including spatial development initiatives; regional planning and development nodes; migration, and trade and capital flows within the Southern African region).

In keeping with the HSRC's vision of conducting social research that makes a difference, the hallmark of the work done in the NPA is its orientation towards improving policy and on-the-ground practice. Identifying the implications of research findings for state, civil society and private sector policy and practice will consequently be a high priority.

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# Child, Youth and Family Development

***I want to be a lawyer or a computer programmer,  
and have a house of my own and  
make my mom proud.***

– Fifteen year old schoolboy in Soweto



In its business plan for 2001/02 the HSRC identified child, youth and family development as a prospective research area for achieving its objective of conducting policy-relevant social research for South Africa and the subcontinent. The business plan includes the appointment – in the new financial year – of a top-level research manager and the establishment of infrastructure for focusing on the development of children, youth and the family.

This represents a renewed emphasis on the human and social foundations of national development in a programme that will interface with education and human resources, welfare, urban and rural development, democracy and governance, and public health.

The New Priority Area (NPA) Child, Youth and Family Development will, together with colleagues at universities, in the public sector, NGOs, CBOs and international agencies, undertake basic and applied research aimed at policy and programme development, implementation and evaluation. The following **priorities** form part of the NPA's research plan for the **future**:

- Investigating the links between child, youth and family development and socio-economic development at the national level. (This will include studies on the impact of poverty on young people and their families, as well as factors affecting the health, education, values, skills development and civic participation of children and youth.)
- Analysing the conditions that undermine the obligations of society towards children and youth in terms of the Convention on the Rights of the Child. (Such conditions include poverty, marginalisation, racism, sexism and other types of exclusion abrogating the fundamental rights of children and youth to care and support.)
- Facilitating the transfer, uptake and extension of scientific findings for implementation in projects, programmes and services to promote child, youth and family development; and monitoring and evaluating interventions to support the development of human and social capital.

The focus will be on child and youth participation in order to promote social and economic development, on schools as sites for the advancement of personal and social values, and on the transition from home to school in the context of recent education policies.

Regarding the impact of HIV/AIDS on children and youth, studies will be undertaken in conjunction with the NPA on social aspects of HIV/AIDS to determine youth risk factors and early indicators of the risk of sexual and reproductive ill-health, to evaluate care models for the young children of AIDS-affected families, and to investigate potential roles for young people looking after AIDS-affected children.

A project on social capital and resource-based development will be undertaken to devise strategies for sustaining and building social cohesion and co-operation in support of the specific goals of the NPA, as well as the broader goals of national development and democratisation.

Stationed in Durban, the NPA leader will guide a national programme with staff in several centres. The research programme will be formally launched at a consultative workshop later in 2001.

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# ***...Child, Youth and Family Development***

## **Centre for Gerontology**

The HSRC has been researching aspects of child, youth and family development for many years, often in close partnership with other role players and stakeholders. An example is the Centre for Gerontology, a joint venture between the University of Cape Town (UCT) and the HSRC dating back to 1991. For almost a decade the Centre has been operating as an independent unit funded by the HSRC. It is located in the UCT's Faculty of Health Sciences and is managed by an HSRC staff member seconded to the UCT.

Various research projects were completed in 2000/01, including a study on the perceptions and experience of elder abuse among older Africans in townships on the Cape Flats; a similar study among the Muslim population of the Cape Peninsula, and an evaluation of the Abigail Women's Movement in Khayelitsha.

Staff members of the Centre contributed to the finalisation of the national Strategy on Elder Abuse, the rewriting of the Older Persons Act, and the drafting of an international policy framework on aging and older persons at the Organisation of African Unity's experts meeting in Uganda. Staff also participated in workshops and public hearings on elder abuse, the impact of HIV/AIDS on African grandmothers, and sexual violence and crime against older persons.

Following the HSRC's decision no longer to renew its funding, the Centre for Gerontology closed its doors at the end of March 2001. However, UCT simultaneously established an Institute of Aging in Africa in its Faculty of Health Sciences. All ongoing research in the Centre for Gerontology has been taken over by the new Institute and collaboration will continue between it and the HSRC. This has already been manifested in a new research project on the development of a dataset on aging for the Department of Health.

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# Social Aspects of HIV/AIDS and Health



***In this interdependent and globalised world, we have indeed again become the keepers of our brother and sister. That cannot be more graphically the case than in the common fight against HIV/AIDS.***

- Nelson Mandela, former President of South Africa



The HIV/AIDS epidemic has been in evidence for barely two decades, but already some 18 million people worldwide have died from its complications. Approximately 34 million people were living with HIV in 2000, while it is estimated that more than 10% of South Africa's population is HIV-infected. This is, according to United Nations sources, by far the highest country rate in the world. By the end of 2000, for example, some 250 000 South Africans had already succumbed to the disease.

In South Africa, as in many other countries, HIV transmission is exacerbated by socio-cultural factors, gender inequity, economic disparities, marital and familial instability, poverty, the widespread prevalence of labour migration, and the non-use of condoms - and each of these factors has a number of underlying causes.

HIV/AIDS will have a profound effect on the size, structure and composition of the South African population. Many HIV-infected women die before the end of their reproductive years, resulting in a decline in the number of new babies born. And of babies born to

HIV-infected mothers, nearly a third will eventually die due to the transmitted infection.

The biggest change in the population pyramid will occur ten to 15 years after the age at which people become sexually active, when those who were infected die early. The orphan problem will intensify following parental deaths due to AIDS-related complications. The disease will also significantly reduce the number of breadwinners in many families, contributing to poverty and changing dependency burdens. The economy will face diminished productivity because of illnesses and the loss of skilled workers.

When developing prevention and care strategies, planners have to take various social factors and realities into consideration. Many human behaviours that fuel transmission of HIV/AIDS take place within a specific socio-cultural context. Efforts to modify behaviour and implement successful prevention and care programmes have therefore to be underpinned by social research that augments medical research.

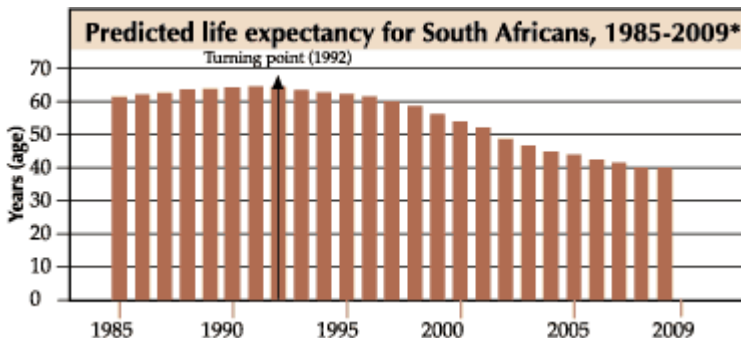
The HSRC recognised the importance of this type of research at an early stage. In 1993 it conducted a comprehensive knowledge, attitude, practice and behaviour study on behalf of the Department of Health. The study found that overall awareness of AIDS was at that stage at a high level. There was, however, a lack of appropriate knowledge about the nature, transmission,

seriousness and prevention of the disease. Though the report made specific recommendations for intervention, little action was taken at the time on the basis of these important research findings.

A core group of HSRC researchers continued their work on sexual and other behaviour patterns, which culminated in 1999 in a publication entitled *Sense and sensibilities: The psychosocial and contextual determinants of STD-related behaviour*.

Effects of the HIV/AIDS pandemic in South Africa*		
Indicator	End 1990	Beginning 2000
Life expectancy	63 years	56,6 years
AIDS deaths	1 000	140 000 to 150 000
Child mortality	67 per 1 000	91 per 1 000
Probability of a 15 year-old dying before 60	27 per 1 000	40 per 1 000
Population HIV-infected	< 0,5%	11,5%

\* Source: *The state of South Africa's population report 2000*



Whereas the HSRC had been conducting research on HIV/AIDS on an ad hoc basis before, the realisation of an impending national disaster gave rise to a fresh approach. With the appointment of the new CEO at the HSRC in August 2000, a series of consultations and a scan of the environment led to a drastic turnabout in the research priorities of the

organisation. The HSRC decided to engage in extensive and collaborative research on social aspects of HIV/AIDS as a matter of priority.

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# ...*Social Aspects of HIV/AIDS and Health*

The initial work of the NPA focused on the tenders of the government and other organisations in the field of HIV/AIDS. This provided the opportunity to initiate research deemed relevant by stakeholders. In a period of six months the HSRC responded with ten proposals to a variety of such tenders, ranging from suggested approaches to investigate the impact of HIV/AIDS at the household level, to a population-based prevalence study.

During October 2000 the HSRC was awarded the tender to conduct a situational analysis of the impact of HIV infection and AIDS mortality on the population structure and trends in South Africa. This contract project for the Department of Social Development will develop indicators for monitoring and assessing the socio-economic impact of the epidemic, its implications for the size and structure of the population, and the government's reaction to these implications. The study is being undertaken in collaboration with researchers of the Development Bank of Southern Africa and the CSIR.

Towards the end of the financial year 2000/01, the Department of Health accepted a research proposal jointly submitted by the National School of Public Health at MEDUNSA and the HSRC. The project will investigate the impact of HIV/AIDS on the national health sector by looking at the burden placed by infected patients on hospitals and clinics, as well as the impact of the epidemic on health workers' workload and morale.

Current research efforts in the field of HIV/AIDS in various sectors and regions, and especially the linkages to health and welfare, are diffused. The HSRC accordingly aims to assist in providing a coherent framework for the research efforts. One of its future plans is the establishment of a Social Aspects of AIDS Research Alliance (SAARA). The idea is to facilitate integration in the conduct, support and use of social sciences research to prevent the further spread of HIV/AIDS and to mitigate the impact of its devastation on South Africa and the SADC region.

The functions of SAARA will be to

- create and regularly update an accessible researcher and research database;
- interact with key users, identify gaps and develop a systematised and coherent research agenda for HIV/AIDS social research in Southern Africa;
- prioritise the HIV/AIDS social research agenda;
- facilitate network and information sharing within the wider research community in South Africa and the SADC region by increasing the dissemination of research findings to policy makers, programme planners and other researchers;
- identify case studies and publicise them to form the basis of "best practice" research and intervention;
- arrange an annual conference on social aspects of HIV/AIDS research for the SADC region, probably preceded by regional or multi-country workshops.

The SAARA initiative will create a more integrated, cost-effective, social science research programme on HIV/AIDS which is crucially needed for evidence-based policy, intervention and monitoring purposes.

The NPA leader will be stationed in Cape Town from where the national research programme will be co-ordinated.

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# Surveys, Analyses and Mapping

*Public opinion is the thermometer a monarch should constantly consult.*

- Napoleon Bonaparte, Emperor of France

One of the new cross-cutting research fields introduced in the HSRC over the past year brings together its capacity in surveys, quantitative and qualitative analyses, and Geographical Information Systems (GIS). This clustering of HSRC research and technology skills will support the move from previous fixed research groups and programmes to flexible, user-driven and responsive New Priority Areas to meet development research needs.

## Social surveys

Democracy requires governments and policy-making institutions to be informed about citizens' needs and aspirations, and citizens in turn need to be informed about policies that may impact on their lives. The measurement and assessment of key institutional transformation processes, and the evaluation of public opinion and attitudes, can yield essential information on the extent to which democratic principles are entrenched in organisational structures and cultures.

In the year under review the regular baseline-funded **evaluation of public** opinion in South Africa during September 2000 was complemented by similar surveys undertaken simultaneously in Lesotho and Namibia. Data were collected on service delivery, governance, national priorities, democratic principles, political preferences, crime, economic policy and levels of trust in public institutions in these SADC countries.

The survey findings generated widespread media interest (especially those related to party political support) at the time of the South African local government election. Indicative top-line results were that 49% of the South African respondents regarded job creation as the most important priority for the government in the next ten years, while 44% felt that race relations in South Africa had improved since 1994.

Additionally, the survey in South Africa included questions inserted by a range of external clients on matters of importance to their spheres of operation. These clients included the Independent Complaints Directorate (perceptions of its function); the National Gambling Board (gambling behaviour); Uthingo (Lotto ticket purchases); the Community Agency for Social Enquiry (human rights); Statistics South Africa (awareness of the 2001 census); the Working for Water Programme (eradication of invader alien plants), and the Medical Research Council (caregiving). Three volumes based on the public opinions will be published in the course of 2001.

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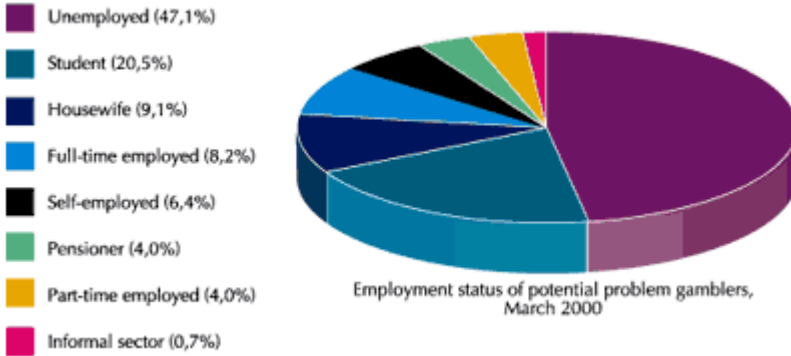


# ...Surveys, Analyses and Mapping



Apart from the regular baseline-funded surveys of public opinion, three projects were won through competitive tenders. The National Gambling Board commissioned the HSRC to undertake a study on the **social impact of gambling**. The survey found that potentially problem gamblers were most likely to be unemployed people, housewives, students or the self-employed. More than a fifth of the gamblers interviewed admitted that they sometimes or usually used their household money for gambling.

The report recommended interventions such as a national help line, closer monitoring of casino clients for potential compulsive behaviour and the removal of ATMs from the immediate vicinity of slot machines. In November 2000 the HSRC and the National Gambling Board jointly published a book entitled *The social impact of gambling in South Africa*.

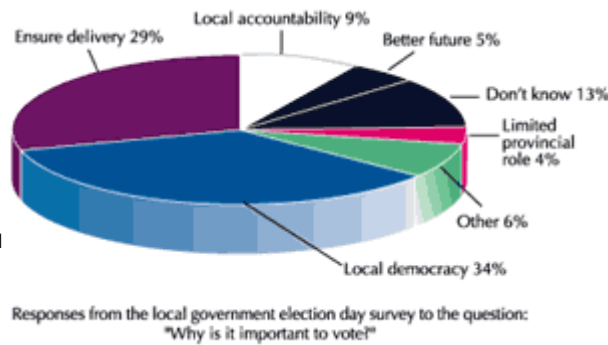


Two surveys on the **local government election** were conducted on behalf of the Independent Electoral Commission (IEC). The first took place during November 2000 to establish potential needs for additional information about the scheduled election on 5 December. One finding was that there was public confusion about whether or not it was necessary

to re-register, voters having previously registered for the 1999 national election.

In an exit poll (the first ever) on election day, the HSRC surveyed 11 135 voters at 210 voting stations across the country. More than 91% pronounced the local government election free and fair. Significantly, it emerged that unemployed and older people were much more likely to have participated in the election than their working or younger counterparts. The reasons for this are likely to be investigated in future HSRC research projects.

To determine the extent to which citizens of the North West province were aware of and participated in legislative processes, the HSRC did a provincial survey at the request of the legislature. The findings revealed limited public participation in political meetings, public hearings and other legislative processes. It further emerged that greater exposure to and therefore knowledge of the provincial legislature and its procedures was needed to enhance public trust, approval, acceptance and involvement.



In the future the HSRC will continue to collect and analyse survey and primary data in order to identify trends in public attitudes to topical national issues such as crime, governance and corruption. In February 2001 the HSRC, as part of a consortium, was awarded a contract project worth approximately R3 million by South African Tourism to conduct a national domestic survey.

Planning is under way for the next national public opinion survey (during June 2001) among adults selected throughout the nine provinces of South Africa, as well as in Swaziland and Zambia. It will test the views of a representative sample of all sectors of the population on the basis of which scientific conclusions can be drawn.

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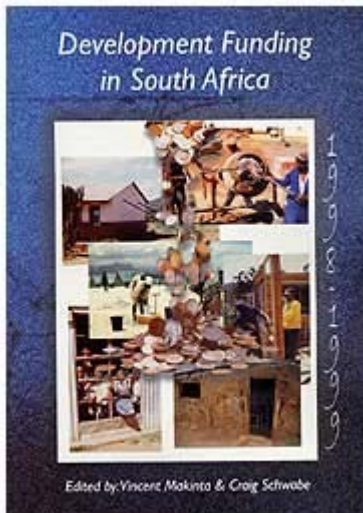
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# ...Surveys, Analyses and Mapping

## Geographical Information Systems



The GIS Centre of the HSRC is a major provider of mapped information in South Africa. Its mission is to develop spatial information systems in collaboration with HSRC researchers in order to help policy makers address the many complex issues in the country. During 2000/01 the GIS Centre refocused its activities so as to provide a far more project management-oriented service to its stakeholders, while at the same time maintaining a high quality of service. In so doing it actively supported HSRC researchers and external stakeholders.

In the period under review various topical issues were dealt with. The three-year project on **arrestee drug abuse monitoring**, funded by the Department of Arts, Culture, Science and Technology (DACST), involved an investigation into the complex relationship between drug use and crime in South Africa. The research aimed at establishing the implications of such links for law enforcement and socio-economic strategies against crime. The main findings are contained in a report due for release soon.

The Command Centre for Flood Relief and Emergency Construction commissioned the GIS Centre to track the geographic location of all the **emergency disaster** projects. Apart from presenting the results in GIS format, information was also collected from the provinces on the budget allocations for each emergency disaster project, the actual expenditure, the time budgeted for completion of the project, and the

actual time that it took to complete the work.

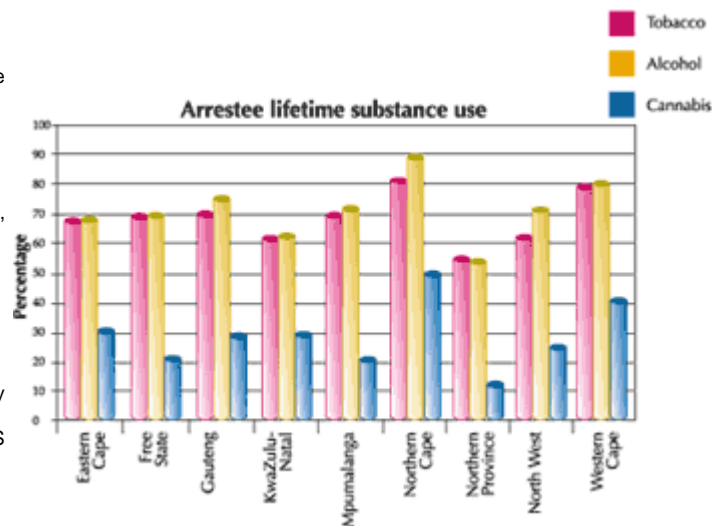
A similar project arose from a request by the Department of Labour to geolocate the position of all its labour centres to help with the implementation of an appropriate national strategy for human resources development and job creation. Work is in progress to refine and integrate information received from the **labour centres**, education role players and employers. This will strengthen the research foundation of the HRD Strategy (mentioned earlier).

The GIS Centre was requested by DACST to integrate four different **placenames** databases for use by the South African Geographical Names Council. The composite GIS database of more than 500 000 placenames covers the whole of South Africa and will form the basis of the government's undertaking to register and authorise placenames.

In the **future** the GIS Centre will, in partnership with HSRC researchers and external stakeholders, continue to develop spatial/GIS databases to provide up-to-date and accurate information to decision makers, and enable them to meet the needs of South Africa and its people. Examples are a contract project to link census and lifestyle segmentation data for the Department of Agriculture, and a collaborative venture funded by DACST to create an integrated development GIS system for SADC countries.

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# ***Labour Market and Job Creation***

***We need a new social contract that puts people first by creating decent jobs ... for the millions that lack basic necessities.***

- Zwelinzima Vavi, General Secretary, COSATU

Employment creation and the development of South Africa's human resources constitute a major part of the research agenda in this New Priority Area (NPA). Its focus is primarily on the provision of information on the demand for and supply of labour in South Africa. The NPA aims to support the government's recently announced HRD Strategy, from the "demand side", and the economic imperative of creating employment for a growing labour force. It therefore collaborates closely with the HRD NPA, which works on the "supply side".

Issues analysed include the impact of national and sectoral policies; globalisation and technological advancement on the demand for labour; trends in the deployment of labour across industries and occupations; the special human resources needs of the informal sector of the economy, and of small, medium and micro-enterprises, and the spatial distribution of employment opportunities and human resources.

Research is also done on the impact of these issues on different forms of employment (e.g. outsourcing, subcontracting and temporary work), employment equity, workers' skills and their skills transferability, remuneration, benefits and job security.

During 2000/01 the NPA researched several key aspects of the labour market and job creation. A labour market analysis for South African public further education and training colleges was done at the request of the National Business Initiative. It investigated economic and employment trends; skills needs of the provincial economies; the educational composition of the local workforces, and training provision in the various provinces. Copies of these analyses are available on the Colleges Collaboration Fund's website (at <http://www.ccf.org.za>).

Two projects on the self-employment of graduates were completed. The one entailed a study of the profile of growth-oriented businesses among the self-employed for the Professional Provident Society. A more comprehensive survey was also conducted on issues such as the nature of businesses run by self-employed graduates; the skills required for self-employment; factors that motivate graduates to become self-employed; difficulties experienced by self-employed graduates in starting and running their own businesses, and factors contributing to the success of self-employed graduates. Because of the questions surrounding the number of South African graduates who are emigrating, the research also attempted to gauge self-employed graduates' intentions of leaving the country. The research results will be published during 2001.

Employment experiences of graduates were covered in a follow-up study to previous HSRC research (published in 1999). The focus was on first-time jobs (especially the ability of graduates to secure employment and the time taken to do so); reasons for graduates' unemployment and steps taken by them to find jobs; the relevance to the job market of skills and knowledge acquired in higher education, and graduates' future study and work plans.

The results revealed that more than 59% of the graduates were able to secure employment immediately after obtaining a degree. Almost 94% of the remainder succeeded in finding a job within the first year after they had graduated. Graduates in the field of medical science and engineering were the most successful in their search for employment, while those qualifying in the humanities and arts, law and natural science found it more difficult to find a job immediately. It is, however, encouraging to note that immediate employment rose from its lowest level (56%) among graduates who qualified in 1996, to 65% among those qualifying in 1998.

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# ***Labour Market and Job Creation***

In a study commissioned by the Mining Qualifications Authority (MQA) and German Technical Co-operation, the NPA analysed the current supply of skills, current and future skills needs, and factors impacting on employment in the mining and minerals sector. All land and offshore mining operations, as well as the manufacture of jewellery, cement, lime and plaster, were included in the study which comprised a survey and a series of focus group meetings with employers, employees and government representatives. The study served as a basis for the Sector Skills Plan submitted by the MQA to the Department of Labour. The skills analysis was followed by an assessment of the skills and training needs of skills development facilitators in the mining and minerals sector.

In its task of developing and maintaining a well-functioning public service, the Department of Public Service and Administration (DPSA) identified a need for baseline information on the state of training and education in the public service. The NPA was subsequently commissioned to research the number of public servants trained in each department and the type of training they received; the expenditure on education and training in different government departments, and the impact of training on employees' job performance, attitudes and service delivery. Recommendations were also made on future public service training and education strategies.

Globalisation and its implications for the transformation process in South Africa pose many interesting challenges for researchers in this field. A study by the NPA on the impact of economic globalisation on the South African automobile industry in 2000/01, revealed that it had had a negative effect on profitability and employment in the industry between 1991 and 1998. The report accordingly recommended that the government should implement measures to prevent the decline of the domestic industry in general and decreasing employment in the automobile industry in particular.

During the year under review the HSRC entered into strategic partnerships to reduce its database-maintaining responsibilities and to free resources for strategic research. The Register of Graduates, a database of more than 600 000 university graduates, was therefore transferred to the South African Qualifications Authority (SAQA). This will enable SAQA to include a much wider range of qualifications than was previously possible in its National Learners Records Database. The HSRC also sold its Career Mentor programme to a private company which will in future update and market the programme's products.

The NPA will in the future maintain its research focus on projects related to the HRD Strategy. A general increase in the skills level of South Africa's workforce will improve the country's competitiveness and economic growth potential. At the same time skills development must be closely aligned to the needs of the labour market. To this end skills needs and the effectiveness of skills development programmes will be assessed and monitored. The NPA will also continue to research job creation and small business development.

A further crucial and expanding research area is the impact of HIV/AIDS on the labour market. A project is currently evaluating the effect of the epidemic on the health sector and, more specifically, health workers.

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# ***Programme for Development Research (PRODDER)***

Development role players throughout Southern Africa acknowledge that the availability of information on the region's development, as well as the development issues confronting the region, are crucial to enhance and support the development process in Southern Africa.

The Programme for Development Research (PRODDER) was founded in 1987 and has grown into a dynamic Southern African development information medium, compiling and producing a range of development information products and services.

Beneficiaries of PRODDER's work include government departments; NGOs and CBOs; local and international development funding agencies; embassies; United Nations agencies; universities; research institutions; libraries; resource centres, and private sector/business organisations.

The programme's main activity during 2000/01 was the compilation of PRODDER: The South African development directory 2001, released in November 2000 as the tenth edition of the directory. The publication's objective is to support the South African development process by providing a comprehensive overview of the activities of the country's development role players.

Covering more than 2 550 development organisations active throughout the country, the directory is the most comprehensive publication of its kind. It is divided into nine provincial sections with each organisation classified according to 68 keywords, e.g. adult basic education, early childhood development, poverty relief, and voter education. The publication is enhanced by the inclusion of GIS maps indicating the spatial distribution of organisations working on inter alia HIV/AIDS, gender and rural issues.

A more extensive version of the PRODDER directory is available on the internet at <http://www.prodder.co.za/>. Additional categories of information such as the mission statement and activities of development organisations are provided to subscribers.

PRODDER continued to compile two electronic development newsletters on a weekly basis: e-PRODDER-mail, focusing primarily on Southern African development issues; and e-CIVICUS, compiled on behalf of CIVICUS: World Alliance for Citizen Participation (based in Washington, DC) and concentrating primarily on international development issues. PRODDER also continued updating the "Database of South African training and capacity-building providers", which is available on the internet as a subscription-based information service.



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# ***Indigenous Knowledge Systems (IKS)***

The important cross-cutting theme of Indigenous Knowledge Systems and gender occurs in each of the HSRC's New Priority Areas (NPAs). IKS constitutes an integral part of the African Renaissance agenda, covering inter alia the reconnection of science to society; the development and economic empowerment of rural communities; the restoration of dignity to African societies; human rights and justice, and the strengthening of ethical conduct in formal research and teaching institutions.

Some two years ago the HSRC launched an IKS programme to facilitate the development of community-conscious scientists across the social and natural sciences, to help reshape curricula in South African universities, and to promote sustainable human development by linking national development strategies to local knowledge, expertise, and capacities existing in rural communities.

In 2000/01 the conceptual and methodological framework document drafted by the IKS programme was accorded official status by the Department of Arts, Culture, Science and Technology (DACST), while the programme co-ordinator was appointed head of the DACST team tasked with preparing the first national policy and legislation on IKS.

Links with science councils, community organisations and other stakeholders were strengthened. Seminars arranged at universities and technikons in KwaZulu-Natal and the Northern Province resulted in the establishment of working groups that will consider the mainstreaming of IKS in different faculties. Contact was also established with local communities in KwaZulu-Natal and the Northern Province in co-operation with the Medical Research Council.

Contributions on IKS made for the Committee of Heads of Research and Technology included work on a framework and strategy document, as well as a code of conduct and protocols governing research institutions' dealings with indigenous knowledge.

As an invited member of the DACST ministerial task team on IKS, the programme co-ordinator undertook study trips to China and India. Apart from reading a paper at a seminar in Beijing, she visited institutions responsible for the propagation of Chinese traditional knowledge in the areas of food, medicine, crafts and intellectual property rights. In India she gave particular attention to government approaches to aspects of IKS such as promotion, commercialisation, protection, legal frameworks and community participation. Reports on these two visits will be released during 2001.

The IKS programme also began to make inputs to various NPA projects on assessment, values, education and environmental issues. Three articles on IKS were published in international journals.

In addition to IKS, a background document on gender issues was prepared at the request of the Deputy Minister of Arts, Culture, Science and Technology for tabling at the first national workshop of the reference group for Women in Science and Technology. The document has since been officially adopted by DACST and placed on its website. An article on gender equality was included in the Commission for Gender Equality's newsletter for 2000.

The programme will continue to provide leadership in research paradigms and to make inputs on IKS theory in South Africa and regionally. Issues that will receive attention include the identification of community resources - and especially traditional healers - for dealing with the HIV/AIDS epidemic, and the protection of intellectual property rights of local communities.

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# Corporate Services



The HSRC's Corporate Services supports the multifaceted research activities of the organisation. Its facilities include documentation and information (library) services, as well as information technology services. Human Resources Development, which deals with staff matters, and PRODDER also fall under Corporate Services. (The latter is dealt with in a separate section of the report.)

## Documentation and Information Centre

A major responsibility of this centre is the maintenance of several bibliographic databases and a collection of approximately 55 000 books covering all disciplines in the human sciences. The Centre subscribes to 734 international and local scientific journals, and also captures references on all the published outputs of the HSRC.

During the year under review the Centre continued to become more of an electronic-driven rather than a print-based facility. Documents and other sources of information are increasingly stored in digital or other formats and can be accessed remotely, and searched, manipulated and delivered electronically as needed.

Users are provided with a complete mix of print-based and electronic information resources. Information consultants use the 565 gateways to national and international information databases to undertake literature searches and provide reading lists according to specific requirements.

A highlight in 2000/01 was the development of a virtual library page on the intranet that will give researchers easy access to a wide variety of electronic information.

## Information Technology Services (ITS)

There are four units operating under this directorate.

The Unit for Task-Related Support and Training provides computer training and support to HSRC researchers in the effective use of IT infrastructure and statistical software. In addition to the day-to-day support, courses were developed and offered during 2000/01 to assist researchers with project planning, knowledge management, statistics, data collection, and data analysis.

The Unit for Statistics, Processing, Archiving, Research and Data Capturing assisted HSRC researchers in processing and manipulating research data and in conducting statistical analyses in a number of large projects dealing with quality learning, the local government election, alcohol and drugs, and public opinion surveys. Although the Unit primarily supports HSRC researchers, external clients include government departments, tertiary institutions, schools and psychologists.

The Unit for Network Infrastructure and Support is responsible for the installation, upgrading and maintenance of the HSRC's IT infrastructure and operating systems. In the past year a team of specialists continued to provide customised IT infrastructure, data security and backup support to HSRC researchers, as well as to clients such as the Centre for Higher Education and Transformation.

Most HSRC systems are "website enabled" due to the growing use of web browsers and corporate portals. The Unit for Systems Development develops and customises these systems mainly for HSRC users.

A new system was developed in 2000/01 to track all the courses and seminars attended by HSRC staff. This facility will improve the provision of information to the South African Qualifications Authority (SAQA) and the Department of Education. The Unit also maintained an administrative system for the Register of Graduates until it was transferred to SAQA early in 2001, and for the allocation of social sciences bursaries at the National Research Foundation.

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# ***...Corporate Services***

## **Human Resources Development (HRD)**

The principal objectives of this directorate are to contribute to the HSRC's human resources strategic planning and to ensure that best-practice human resources systems, policies, procedures and work processes are developed and introduced.

In 2000/01 HRD assisted with organisational transformation and staff welfare and development. In terms of the Skills Development Levies Act of 1998 and the Skills Development Act of 1999, a skills development facilitator was appointed and a workplace skills plan submitted to the Sector and Training Authority (SETA). Grants for staff training and development were consequently paid to the HSRC. A comprehensive skills audit will be conducted and a revised skills plan drawn up for submission to the SETA once the HSRC's restructuring process is complete.

In accordance with the Employment Equity Act of 1998, an employment equity report and a three-year plan were submitted to the Department of Labour outlining issues of equity and training at the HSRC. The plan will be realigned to the organisation's new vision and priorities in the coming financial year.

An Employee Assistance Programme, incorporating a social plan, was developed as a joint venture between management, the staff union and non-union representatives. Its aim is to assist staff in handling personal and work-related problems so that productivity does not suffer and employees thrive.

HRD also played a facilitating and co-ordinating role in the performance appraisal system and the bursary scheme (both re-instituted after a two-year moratorium), staff promotions and salary negotiations.

In the next financial year HRD intends streamlining human resources policies and procedures to make them user-friendly. It will also be involved in the revision of conditions of service, the development of a performance management system, a new performance-linked salary structure, a job evaluation and grading system, and a reward policy conducive to sound employer/employee relations.

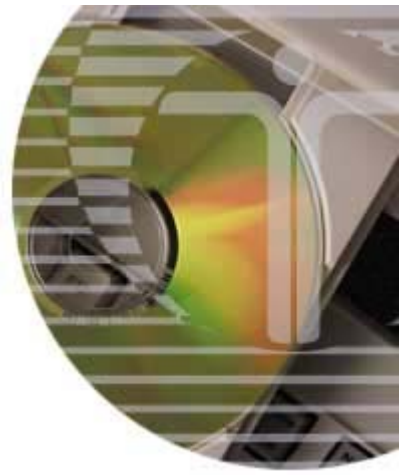
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