

Who we are

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

Some of the main functions of the HSRC, as derived from the Act, are:

- to undertake, or promote and co-ordinate, research on behalf of the State or any person or authority;
- to advise the Minister and key decision-makers with regard to undertaking and promoting social scientific research and using it to the benefit of the country;
- to co-operate with departments of State, universities and other education institutions, as well as other people and authorities, to promote and conduct research;
- to co-operate with people and authorities in other countries that conduct or promote research in the human and social sciences; and
- to publish or cause to be published the results of research.

The Act also mandates the HSRC to undertake paid-for contract research and services on any subject in the field of the human and social sciences.

Vision

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

Mission

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

HSRC COUNCIL 2005/06



Professor Jakes Gerwel (Chair)

Chancellor, Rhodes University; Distinguished Professor, University of the Western Cape; Honorary Professor, University of Pretoria; Chair of the Nelson Mandela Foundation, the Mandela Rhodes Foundation, the Institute for Justice and Reconciliation, South African Airways, Brimstone Investment Corporation Limited, Africon Engineering; director of Naspers, Old Mutual, Distell and Goldfields.



Dr Pumla Gobodo-Madikizela

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



Professor Wally Morrow

Independent researcher; research co-ordinator for the Higher Education South Africa's Education Deans' Forum, Research Fellow at the Nelson Mandela Metropolitan University; member of the board of the South African Qualifications Authority; formerly Professor of Philosophy of Education in and Dean of Education at the University of the Western Cape; Dean of Education at the University of Port Elizabeth; Chair of the Ministerial Committee on Teacher Education.



Mrs Phumelele Ntombela-Nzimande

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



Mr Max Sisulu

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



Professor Edward Webster

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



Ms Nomboniso Gasa

Independent researcher in gender and democratisation issues; Board member of the Development Bank of Southern Africa; formerly member of the ANC Commission on the Emancipation of Women, and of the Commission on Gender.



Mr Kimi Makwetu, from March 2005

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



Mr Enver Motala

Independent consultant for institutions such as W.K. Kellogg Foundation, CSIR, Council on Higher Education, Higher Education South Africa, the Centre for Education Policy Development, the Nelson Mandela Foundation, NUFFIC and the Department of Trade and Industry.



Mr Siphon Pityana

Executive Chair, Izingwe Capital (Pty) Ltd; Independent Non-Executive Director, African Oxygen Limited (Afrox) (JSE); Non-Executive Director, Bytes Technology Group (BTG) (JSE), Non-Executive Chair of the Onelogix Group Limited (ALT-EX), Izingwe Automotive Investments (Pty) Ltd, and Riscura Solutions (Pty) Ltd; Non-Executive Vice-Chair, Aberdare Cables.



Dr Olive Shisana

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



'As the Council, we have in the past financial year appointed a new CEO, considered and approved a new strategic vision and mission, held high-level meetings with the Department of Science and Technology, reviewed and approved the Shareholder's Compact to be signed with the Minister ...'

A message from the Chair of Council

This Annual Report sums up the work and performance of the HSRC during the 2005/06 financial year. It reflects an institution growing from strength to strength in a period of substantive change at the governance, management and organisational levels. The current Council was inaugurated in November 2004 and the present CEO was appointed in August 2005.

Under the new CEO, the HSRC organisational structure has been fundamentally redesigned, with a reduction in the number of research programmes from ten to six in order to achieve increased systemic coherence and sharpened research focus and the creation of five cross-cutting research units in order to mainstream issues such as gender and capacity development throughout the HSRC's research endeavour. On the administrative side, the changes have included the creation and filling of the position of chief operating officer, which is already paying dividends in terms of value-added organisational efficiency and coherence.

These changes reflect new directions and organisational ethos in line with the renewed vision, mission and values articulated by Dr Olive Shisana on assuming the office of CEO; and they reinforce the continuing consolidation of the successes achieved under the previous Council and CEO. The Council commends the HSRC management and staff for embracing the changes and seeing them as opportunities rather than obstacles in the pursuance of the HSRC's goals.

The Council is pleased with the achievements of the period under review as summarised in this Annual

Report. The CEO's regular, face-to-face interactive meetings with the staff on matters relating to their well-being augurs well for staff morale, as do her plans to create a more supportive work environment for body and mind. HSRC labour relations have improved significantly during the review period. HSRC research has steadily shifted its focus towards problems of social upliftment consistent with the HSRC's public-purpose objectives. Scientific excellence and overall scientific research output as measured by the number of articles published in peer-reviewed international journals has risen to a rate of 0.99 per researcher (as against the national average of 0.4).

Externally, the HSRC has covered a significant distance towards the establishment of structured, collaborative research relations with universities and has continued to increase its collaborative research outreach to the Southern African Development Community (SADC), the rest of Africa and the world.

One of the prime functions of the Council is to monitor and promote good financial management in the context of the PFMA (Act 1 of 1999) as amended, and the Council is well pleased with yet another unqualified nod from the HSRC financial auditors for this period. The management of HSRC resources has been both competent and prudent, and the organisation has successfully conceived appropriate and effective financial management models to match changing operational scenarios.

The Council notes with approval the recognition of risk management as a distinct management function in the care of the risk and compliance officer, in order to better



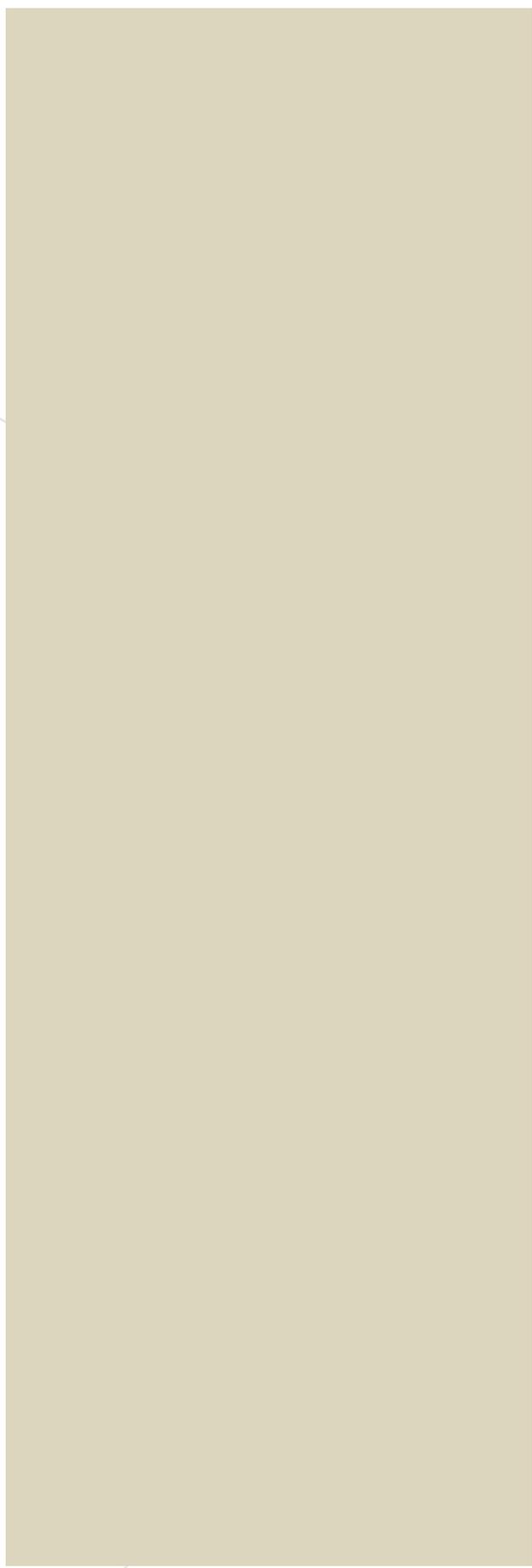
comply with PFMA risk management norms. The Council commends management for conceiving and implementing systems innovations in research management, finance and human resources designed to bring about efficiency and improved accountability.

The Human Resources unit has ensured compliance with statutory obligations and devised programmes and strategies for leadership development and staff retention. The Council particularly applauds the inception of the new Supply Chain Management unit, among other things to ensure accountability and order in procurement.

I should like to convey my appreciation to my colleagues on the Council for their steadfast dedication, loyalty and service to the HSRC, for serving on a variety of committees, and for supporting the organisation in many other ways. As the Council, we have in the past financial year appointed a new CEO, considered and approved a new strategic vision and mission, held high-level meetings with the Department of Science and Technology, reviewed and approved the Shareholder's Compact to be signed with the Minister, approved a slew of new policies, and considered and approved financial policies and budgets, among a host of other business items. Thank you to you all.

I further wish to express heartfelt thanks to Mr Mosibudi Mangena, Minister of Science and Technology, for his interest, support and accessibility regarding HSRC matters. The co-operation and assistance of his director-general and staff have always been beyond the call of duty.

Professor G.J. Gerwel
Chair of Council



A message from the CEO



'Great strides were made in developing partnerships with government departments, universities and international organizations. The HSRC responded to an increased volume of research commissions from clients.'

Introduction

During this financial year, the HSRC continued to consolidate the organisational changes initiated during the five-year tenure of Dr Mark Orkin that have resulted in significant improvements in the quality, relevance and breadth of the research undertaken by the organisation. When I assumed office in August 2005, I considered it prudent, for this financial year, to retain the performance indicators set by my predecessor, represented by the acronym COUPE.

The multi-pronged COUPE indicators used to measure HSRC performance between 2000/01 and 2004/05 focused on securing external funding (**contracts**), reaching out to stakeholders (**outreach**), being responsive to the needs of clients and beneficiaries (**user needs**), ensuring equity and efficiency (**performance**) and striving for scientific output of peer-reviewed publications (**excellence**).

New performance indicators bearing the acronym PAITECS have been developed for the 2006/07 financial year. These build on COUPE, but shift the emphasis towards research that, first, more tangibly benefits the public in South Africa and across the rest of the continent (**public purpose**) and, secondly, is conducted in partnership with African researchers to the greatest extent possible (**Africa outreach**); thirdly, is conducted in partnership with the stakeholders and other players in order to facilitate its practical application and impact (**implementation networks**); fourthly, ensures the representativeness of its staff, gender sensitivity within the organisation, and racial and ethnic tolerance in the workplace (**transformation**); fifthly, meets international standards for publication (**excellence**); sixthly, builds capacity for the country and for the HSRC by producing scientists with post-graduate training and experience (**capacity development**); and, finally, strives for sustainable income generation by the HSRC (**sustainability**).

HSRC performance during 2005/06

During the year under review, the HSRC achieved or surpassed most of the COUPE targets it had set for itself (see table below). Great strides were made in developing partnerships with government departments, universities and international organisations. In addition, the HSRC responded to an increased volume of research commissions from clients. The scientific output during the period under review was impressive, with a publication rate of 0,99 articles per researcher in internationally accredited journals (the national average is 0,4 per researcher).

With respect to the indicator reflected under "contracts", the HSRC did not meet its intended targets mainly because of the institutional restructuring process, which occupied staff in the third quarter of the financial year. (The last of the new senior appointments in this restructuring was put into effect on 1 July 2006 when Dr Temba Masilela joined the HSRC as ED of the new Policy Analysis unit.) However, prudent financial management to control costs, together with other efficiencies, resulted in the organisation closing its books with a surplus.

The HSRC was also not able to meet the target it had set itself in terms of representativeness at researcher level. If interns and fieldworkers are excluded from the analysis, the HSRC has not been able to show growth in the number or percentage of black researchers it employs. Recruiting, retaining and promoting senior research staff remains a priority and I have further identified the need to promote representativeness with respect to African, coloured and female research staff as a strategic objective for 2006/07 and beyond. With a renewed determination to appoint these underrepresented groups, I am confident that the HSRC will meet its target in the not too distant future.

TABLE 1: HSRC COUPE INDICATORS MARCH 2001–MARCH 2006

Level of education	2000/01 baseline	2004/05 achievement	2005/06 achievement	2005/06 target	Remarks
CONTRACTS: External research earnings (including ring-fenced funding) as a percentage of total research earnings (Parliamentary grant plus external research earnings)	21	64	58	63	Target not achieved; aligned with new strategic direction
OUTREACH: Percentage of research projects with external researcher participation	22	51	67	50	Target exceeded
USER NEEDS: Known successful proportion of total competitive tender/funding applications submitted, at May	24	43	51	33	Target exceeded
PERFORMANCE: Equity: Percentage of research staff (interns and fieldworkers excluded) who are black	40	51	51	55	Target exceeded
PERFORMANCE: Efficiency: Proportion of researchers (interns and fieldworkers included) in total staff	30	53	54	52	Target exceeded
EXCELLENCE: Number of refereed journal articles per average senior researcher	0.23	0.79	0.99	0.75	Target exceeded

The remainder of this message focuses on progress made with respect to the performance of the HSRC in its core business, described in its founding Act as undertaking, or promoting and co-ordinating research on behalf of the State or any person or authority; advising the Minister (and key decision-makers) with respect to the conduct and promotion of social scientific research and its utilisation for the benefit of the country; co-operating with government departments, universities and other education institutions, as well as other persons and authorities for the promotion and conduct of research; co-operating with persons and authorities in other countries conducting or promoting research in the human sciences; and publishing or causing to be published the results of research.

HSRC involvement in and impact on public policy

The HSRC has increasingly and productively become involved in key government policy initiatives with a view to making a meaningful and tangible contribution to social upliftment and community well-being.

Poverty reduction

The organisation welcomed the invitation to participate in the development of national policy and strategy on the Deputy President's Joint Initiative for Priority Skills Acquisition (JIPSA), a key component of the Accelerated and Shared Growth Initiative for South Africa (AsgiSA). One HSRC staff member now serves on the technical working group of this structure.

Poverty reduction necessarily encompasses combating unemployment and underemployment in our

communities, and the HSRC conducts a multiplicity of projects on critical determinants in the labour market such as wages, skills distribution, labour regulation, inter-linkages between the formal and informal sectors, and the impact of the exchange rate. It conducts modelling and scenario sketching of policy options. In the period under review, the HSRC sponsored a series of roundtable discussions involving the National Treasury, the Reserve Bank, the Presidency and leading bank economists as a device for interfacing with policy-makers on the subject of employment.

South Africa is a country still plagued by extreme economic inequities and research into poverty remains at the core of HSRC programmes. A recent study, *Migration and poverty pockets in Gauteng: An exploratory study of dynamics*, looked into how poverty is distributed in our South African cities in relation to the streams of rural migrants arriving from the country. The study generated the necessary data for the Gauteng Department of Social Development to test the 12-part poverty index developed by the Provincial Poverty Alleviation Committee in 2003. According to the study, as much as 30% of Gauteng's metro poverty is located in the townships among urbanised families and not in the shack settlements where the majority of poor rural migrants come to live.

A study conducted for the South African National Roads Agency Limited investigated the travel needs of rural women and highlighted the transportation challenges constraining their access to poverty-targeted resources. The study culminated in the publication of a monograph with the title *An audit of women's activities, experiences and needs in rural Eastern Cape, South Africa*.

Education

The HSRC seeks to contribute to the enhancement of the quality, efficiency, equity and access in education and education delivery, and works hand-in-hand with government and international organisations such as UNESCO and UNICEF in projects on ways to improve access to and the delivery and standard of education.

One example of a project with a direct impact on policy was documented in the HSRC report on Education in South African rural communities, which provided a

window into the lives and experiences of children and communities in South Africa's former homelands. The research led directly to the establishment of a Ministerial Committee on rural education to formulate a response to the challenges in that sphere. One such response was the introduction of fee-free schools in poor communities in direct response to the research finding of the adverse impact of school fees in that setting.

The HSRC is conducting a study for the Western Cape Education Department to assess the achievement levels of Grade 8 learners in languages and mathematics relative to international benchmarks. The findings will assist the department to understand better the implementation challenges it faces in relation to the new National Curriculum Statements.

Evidence-based data and information

The HSRC gathers evidence-based information for and on behalf of public policy-makers and planners for enhanced decision-making. It monitors inputs into research and development (R&D) activities countrywide in both the public and the private sector on behalf of the government, conducts socio-economic surveys for government institutions and has a Geographical Information Systems (GIS) capacity that was used to assist the South African Revenue Service (SARS) to demonstrate the rationale for and benefits of using GIS spatial modelling techniques to optimise future site choices for locating SARS offices.

The HSRC conducted a survey for the Independent Electoral Commission to evaluate voter behaviour, attitudes and public perceptions of the IEC ahead of the 2005 municipal elections. The information assisted the IEC to shape its programme of work to prepare for the elections. Other tasks completed in the year under review included a national survey of citizen registration for Home Affairs and a survey of the profiles of social grant beneficiaries for the Department of Social Development (DSD).

The HSRC conducts an annual South African Social Attitudes Survey (SASAS) to provide an ongoing account of the country's social fabric. Last year, we once again held the mirror up to ourselves and learned that, despite

having one of the most progressive constitutions in the world, we are still a largely conservative society when it comes to issues such as the death penalty, same-sex relations, premarital sex and abortion. These findings are contained in an HSRC publication entitled *South African social attitudes: Changing times, diverse voices*. The survey further shows that domestic violence continues to be alarmingly frequent in our communities. But the survey also reveals positive changes in South African attitudes with regard to race and nationhood. South Africans from all backgrounds consider themselves free to express themselves about the way their country is governed. In this respect, we resemble the electorates of mature European democracies much more than we do those of the developing world.

Work undertaken with ring-fenced funding from DST for Science and Technology Indicators (S&T) Research continues to underpin the National R&D Strategy. During 2005/06, South African National Research and Experimental Development (R&D) data attained national and international recognition. In August, the Statistician-General, declared that the data of the 2001/02 National R&D survey meet the requirements for official data in terms of the Statistics Act of 1999. In addition the Organisation for Economic Cooperation and Development (OECD) for the first time recognises the South African R&D data series. The OECD now includes our country data in its authoritative publication "Main Science and Technology Indicators" that is compiled twice a year. The inclusion of the South African data is a first and provides for internationally standardised comparisons and benchmarking of our country data.

Social development

The HSRC conducts numerous social development initiatives targeted at benefiting the community at the coalface, some in co-operation with international agencies such as the UN, the African Union, UNICEF, Oxford University, and also with researchers elsewhere in Africa. The projects target marginalised children, families, the aged as well as the challenges of urban and rural development.

Highlights include the publication of a pioneering book called *Baba: Men and fatherhood in South Africa*, which

collates the collective thinking of some of South Africa's foremost scholars on the nature and consequences of fatherhood, as well as of international authors working on related global policy issues. The book provides unique insights into the nature of fatherhood, the inter-relationship between masculinity and fatherhood, its association with culture, with poverty and with migration, and the importance of fatherhood for children's development. Another publication about youth entitled *Where we're at and where we are going* is an advocacy tool for youth derived from the project Status of the Youth Report produced for the Umsobomvu Youth Fund (dedicated to developing and supporting youth entrepreneurs).

With the upcoming 2010 World Cup football competition, the HSRC proactively conducted a survey to measure public attitudes towards this international spectacle and published its findings in a book entitled *Public attitudes and perceptions towards the 2010 FIFA World Cup* (14 March 2006). The HSRC sits on the Nation Communication Partnership for 2010 (at the invitation of the government). The HSRC research on 2010 has been endorsed by the Government Communication and Information System (GCIS), the 2010 Local Organising Committee and the government's 2010 Inter-Ministerial Committee (IMC), a significant endorsement that the HSRC's public-purpose mandate is central to the work of the organisation.

Governance and society

The HSRC contributes to the strengthening of our democracy by tracking the direction and trends of our governance processes, working with and feeding back to our governance institutions and conducting research into what obstructs or promotes democratic consolidation in South Africa. In this regard, the HSRC has focused on such topics as electoral systems; regional stability and conflict; human rights; civil society and democratisation; local government and service delivery; and governance practices and the constitution. The report *A review of ten years of local government*, submitted to the Department of Provincial and Local Government (DPLG) in October 2005, is illustrative of the kind of contribution the HSRC makes under this rubric.

Good governance is a two-way street. Democratic systems, structures and processes of governance function best in an environment of good citizenship and a confident national self-esteem, and these in turn are a function of the way society views itself – its history, culture and identity. Therefore, the HSRC focuses on these aspects as well, and recently completed a project on youth languages, subcultures and identities and how these reflected on the future orientation and self-image of youth in South African townships.

HIV and AIDS

The HSRC has continued to contribute to better understanding of the HIV/AIDS situation in South Africa. In a model of implementation networking, the HSRC conducted a study for the Education Labour Relations Council (ELRC) planned and executed together with researchers, unions and policy-makers from the Department of Education (DoE) over an 18-month period to assess the impact of HIV/AIDS on the education sector.

The study found a high HIV prevalence rate (12.7%) among educators, similar to that of the general population. Most of those infected were located in 11 districts in three provinces of KwaZulu-Natal, Mpumalanga and Eastern Cape. As a result of the study, the South African Democratic Teachers Union initiated a treatment programme in the affected districts for teachers found to be HIV-positive and needing treatment.

Following on the heels of this study, the HSRC conducted its population-based survey of HIV prevalence, incidence, behaviour and communication, which showed clearly that although the overall prevalence of HIV has levelled off at 10.8%, the HIV infection rate continues to increase. Prevention messages are perceived as confusing, especially to older South Africans. This information has been instrumental in the reformulation of national HIV messages. In response to the research, the Department of Health (DoH) issued a statement suggesting that they will be extending their prevention programmes to older South Africans — a clear indication of the government's desire to use evidence to inform strategies to prevent HIV.

The data from the survey were incorporated in the computation of indicators in the report of the DoH to the UN General Assembly Special Session on HIV/AIDS. In addition, the HIV prevalence findings from the survey were incorporated in the UNAIDS 2006 anniversary report on the global epidemic.

Strengthening ties with universities

Acting on my commitment to seek strengthened ties with universities, the HSRC is following a hierarchical approach to collaboration with the higher education sector at systemic, institutional and departmental or programme levels. The initiative began with my address to vice-chancellors at a meeting of Higher Education South Africa (HESA) on the broad objectives and framework of collaboration. This was followed by an HSRC/HESA workshop, which concluded with the release of a Joint statement of the Human Sciences Research Council and Higher Education South Africa on collaboration between the science councils and Universities affirming the resolve to promote collaboration in research and to develop a new generation of researchers in line with public policy and priorities. The statement recognised social science and humanities research as fundamental to economic, social and cultural development, and to nation-building. An HSRC/HESA memorandum of understanding (MoU) is being formulated and consultations at institutional level are in progress as a follow-up to these initiatives.

Similarly, the HSRC and the Association for Black Empowerment in Higher Education (ABEHE) signed a MoU that formalised a collaborative research partnership to investigate the high failure and dropout rate among black students in higher education institutions. The research will be conducted over three years.

Global collaboration

To fulfill our mandate to collaborate with authorities and scientists from other countries, the HSRC has forged closer partnerships with institutions and researchers globally, and the organisation is regularly invited to participate at international events, such as the 6th Global Conference on Health Promotion held in Bangkok, Thailand in August 2005, and the European Union's Social Science and Humanities Conference held in Brussels,

Belgium in December 2005. Frequently, the HSRC participates in the organising of such events and is a substantive contributor to the deliberations and decisions.

The HSRC collaborates closely with the World Health Organisation Regional Office for Africa (WHO/AFRO) in the area of HIV/AIDS and was part of the team that assisted WHO/AFRO in the assessment of challenges and opportunities for HIV prevention in the Africa Region. The HSRC facilitated a WHO-sponsored meeting of sub-Saharan Ministers of Health and their officials to discuss and agree on a regional strategy for HIV prevention that was subsequently endorsed by the WHO/AFRO 55th Regional Committee meeting held in Maputo.

The HSRC continues to serve in the UNAIDS Reference Group on Estimates, Modelling and Projections, a collaboration between individuals from national HIV programmes, academia, the UN system and NGOs, co-ordinated by a secretariat based at Imperial College, London. The group advises UNAIDS and WHO on HIV epidemiology and demography to ensure that global estimates and projections of prevalence and its impact are based on the best current understanding of the dynamics of HIV transmission.

The HSRC co-operates with and supports the work of social scientists and policy-makers in the African region. To this end, the HSRC-initiated regional research alliance known as the Social Aspects of HIV/AIDS Research Alliance (SAHARA), with offices in Pretoria, Cape Town, Dakar (Senegal) and Nairobi (Kenya). SAHARA links together researchers in sub-Saharan Africa in a collaborative endeavour aimed at contributing to the achievement of the Millennium Development Goal of HIV/AIDS and mitigating the impact of HIV/AIDS in the region. Specifically, SAHARA seeks to facilitate collaborative research in order to prevent unnecessary research duplication, promote rigour in research methodology, provide a platform for the exchange of ideas through conferences and publications, and champion intervention research.

Furthermore, individual HSRC research programmes and units maintain vibrant global links, as outlined in the

programme activity summaries contained in this report.

Dissemination

The HSRC is serious about publishing and disseminating the results of its research. It uses different avenues to reach the important stakeholders with potential interest in its findings. Research results are published in client reports, monographs, books and other edited works. They are also published in peer-reviewed journals, to be read and critically reviewed by national and international research peers. Findings are also made more accessible to decision-makers and the general public through newspaper articles, radio and TV interviews, and shorter articles published in our own *HSRC Review* as well as other publications.

The HSRC Press has arguably become the largest publisher of peer-reviewed academic books and monographs in South Africa. It won the African Politics Best Book Award for 2005, an international award made by the American Political Science Association for significant contributions to scholarship on African politics. In addition, the Press was nominated for six other publishing awards during the year. This serves as an unequivocal endorsement of excellence in publishing output from the newly created Press. As of 2005, all HSRC Press publications are accessible free online, ensuring the widest possible dissemination of knowledge, particularly among those less able to afford books.

I now return to the theme of scientific output. While the HSRC regularly publishes in local journals to ensure access to information by target South African audiences, it also contributes significantly to the international competitiveness of South Africa. The observation that our scientists publish on the average one article per year in internationally accredited journals is remarkable. Furthermore, an impressive 3,73 research publications (books, chapters in books, monographs, journal articles and client reports) were generated per researcher in the course of this year. Female researchers produced an average of 3,89 publications per researcher and black researchers an impressive 4,18 publications per researcher during 2005/06. The HSRC has reason to be proud of these achievements, and remains committed to reaching scientists, policy-makers and the general public

by means of various publications, workshops and evidence-based debate.

Acknowledgements

Much of what the HSRC has achieved would not have been possible without the unwavering support of the Minister of Science and Technology, Minister Mosibudi Mangena, and his former director-general, Dr Rob Adam, who have ensured increased support for social sciences research and its inclusion in the domestic and international research collaborations of the DST. This has boosted the morale of staff and continues to engender a positive climate in our research environment. To the Minister and the former director-general go my personal thanks.

The efficiency and relevance of the work of the HSRC was greatly enhanced by the invaluable support and contributions of the HSRC Council and its chair, Professor Jakes Gerwel, who gave generously of his time and wise counsel. The Council's role in policy development, financial oversight, programme review and the overall governance of the organisation ensured that it remained a focused and well-functioning institution. The HSRC staff and I are truly appreciative of the confidence the Council has invested in us.

The role of the Parliamentary Portfolio Committee on Science and Technology chair, Mr Eugene Ngcobo, and the committee in providing oversight on the work of the HSRC helped steer the HSRC towards the needs of marginalised people. We sincerely appreciate the interest they continue to show in the work of the HSRC.

Finally, I should like to take this opportunity to thank the staff of the HSRC, who continue to dedicate their time and energy to conducting research that makes a difference, and also the staff who dutifully support those who conduct research or manage the organisation. They put in long hours to secure funding, conduct research and share their findings with policy-makers and the public. To the executive directors, I would like to take this opportunity to express my thanks for doing one of the most difficult jobs in research: they are entrepreneurs, fund-raisers, managers, intellectual leaders and national and international ambassadors for the HSRC who give

selflessly of themselves to the institution. They, their research and support teams and the rest of the staff – the chief operating officer, together with the staff in the support services as well as those working with me in my office – are truly indispensable to the organisation. To my advisor, Professor Dan Ncayiyana, I should like to express my appreciation for his adding value to the quality and relevance of the work of the HSRC.

Dr O. Shisana

HSRC President and CEO

Executive Directors and Directors 2005/06



CD: Capacity Development
 Dr Romilla Maharaj
 PhD, University of Cape Town
 Increasing the researcher pool in South Africa; developing black researchers, women and disabled persons at the HSRC; foster national and international research collaborations



COO: Chief Operating Officer
 Mr Mike de Klerk
 MA, University of Cape Town



CYFSD: Child, Youth, Family and Social Development
 Professor Linda Richter
 PhD, University of Natal
 Research to support human development and the creation of safe environments for children, youth and families



D&G: Democracy and Governance
 Professor Adam Habib
 PhD, City University of New York
 Democratisation, development, civil societies, higher education



EGDI: Employment, Growth and Development Initiative
 Dr Miriam Altman
 PhD, University of Manchester
 MPhil, Cambridge University
 Employment policy, industrial policy, services, labour markets, regional integration, poverty reduction



ESSD: Education, Science and Skills Development
 Dr Vijay Reddy
 DEd, University of Durban-Westville
 Education system, national system of innovation, world of work



G&D: Gender and Development
 Professor Cheryl Potgieter
 PhD, University of the Western Cape
 Registered Research Psychologist
 Gender and transformation in higher education; gender, development and transport; gender, race and sexuality; gender, science, engineering and technology; gender and HIV/AIDS; all policy issues regarding gender



KS: Knowledge Systems
 Professor Michael Kahn
 PhD, University of London
 Policy analysis, project design and evaluation in science and technology



NEQI: National Education Quality Initiative
 Dr Anil Kanjee
 DEd, University of Massachusetts, Amherst
 Education indicators, classroom assessment, evaluating education systems, Item Response Theory



SAHA: Social Aspects of HIV/AIDS and Health
 Dr Laetitia Rispel
 MSc (Med), PhD, University of the Witwatersrand
 HIV/AIDS, public health, health systems development, demography



SAHARA: Social Aspects of HIV/AIDS Research Alliance
 Dr Gail Andrews
 PhD, University of the Western Cape
 MPH, University of Wales
 HIV reduction through collaborative research and dissemination of evidence-based information; improving research data quality through effective use of resources



SCI: Society, Culture and Identity
 Mr Adrian Hadland
 MLitt, Oxford University
 National identity, leadership, social capital, media, heritage, role of intellectuals



URED: Urban, Rural and Economic Development
 Dr Udesch Pillay
 PhD, University of Minnesota
 Urban studies, local government reform, local economic development, cities and global competitiveness, cities and mega-events, electoral geography, public opinion analysis

Specialist researchers 2005/06



Dr Michael Aliber

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



Professor Yaw Amoateng

PhD, Brigham Young University
CYFSD; Family sociology/demography



Mr Fabian Arends

BA (Hons), University of South Africa
Diploma in Business Management, University of Natal
ESSD; education management information systems; data collection, auditing, analysis and integration of quantitative and qualitative data, design of education indicators



Dr Claire Benit

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



Dr Kristina Bentley

PhD, University of Manchester, UK
D&G - Human rights; political thought; the rights of vulnerable people; gender and peacekeeping



Professor Arvin Bhana

PhD, University of Illinois at Urbana-Champaign
CYFSD; youth risk and resilience; adolescent risk-taking behaviour, including HIV/AIDS, substance abuse and other youth-related problem areas; fatherhood and protection/care of children; mental health



Mr William Blankley

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



Dr Mignonne Breier

PhD, University of Cape Town
ESSD; higher education, adult education, recognition of prior learning, curriculum in higher education, adult literacy



Dr Heather Brookes

PhD, Stanford University
SCI; linguistic anthropology, gesture, youth language



Dr Ivor Chipkin

PhD, Ecole Normale Supérieure
D&G; questions of the State, nationalism, development and democracy



Professor Patrick Chiroro

PhD, Durham University, UK
Research Psychologist
D&G; gender transformation in the science, engineering and technology (SET) sector; gender and HIV/AIDS; social constructions of masculinity and sexuality; psychology in legal contexts; monitoring and evaluation



Professor Linda Chisholm

PhD, University of the Witwatersrand
CYFSD; education policy and curriculum; socialisation, education and development; gender and education



Mr Michael Cosser

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



Ms Catherine Cross

MA, University of Michigan
URED; rural and urban development, household economy, rural finance



Dr Pelisa Dana

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



Professor John Daniel

PhD, State University of New York at Buffalo
D&G; political economy, human rights, transitional justice

Specialist researchers 2005/06

 <p>Mr Adlai Davids MSc, ITC (The Netherlands) KS; socio-economic applications of geographical information systems (GIS)</p>	 <p>Mr Logan Govender MA, University of Illinois at Chicago NEQI; education policy and teachers, teacher unions, learner achievement</p>
 <p>Mr Derek Davids MA, University of the Western Cape KS; poverty assessment, data management, statistical analysis and modelling</p>	 <p>Dr Gerard Hagg DLit et Phil, University of South Africa SCI; infrastructure development in the arts sector, community participation in development, community arts centres, arts service delivery</p>
 <p>Professor Rob Davies MLitt, University of St Andrews EGDI; the use of computable general equilibrium models as a tool for policy-makers</p>	 <p>Mr Tim Hart MPhil, Stellenbosch University URED; agricultural and rural development, indigenous knowledge, participatory research</p>
 <p>Professor Andy Dawes MSc, University of Cape Town CYFSD; child rights and well-being indicators, child and adolescent mental health, child abuse and violence, programme evaluation</p>	 <p>Dr David Hemson PhD, University of Warwick URED; public service delivery, social issues, policy impact assessment</p>
 <p>Mr Chris Desmond MCom, University of Natal CYFSD; economics of child care and HIV/AIDS impacts on education systems</p>	 <p>Dr Kathleen Heugh PhD, Stockholm University ESSD; language acquisition, language and literacy education policy and planning, multilingualism</p>
 <p>Dr Rènètte du Toit DLit et Phil, University of Johannesburg ESSD; career psychology, vocational identity, skills development, labour market research</p>	 <p>Dr Ursula Hoadley PhD, University of Cape Town CYFSD; sociology of pedagogy; teachers' work; curriculum; social class; schooling and socialisation, school choice</p>
 <p>Dr Johan Erasmus PhD, University of Potchefstroom ESSD; labour market research, skills development</p>	 <p>Dr Gregory Houston DPhil, University of Natal D&G; political history, democracy and governance</p>
 <p>Professor Melvyn Freeman MA, University of the Witwatersrand SAHA; mental health aspects of HIV/AIDS, mental health policy, prevention and health promotion</p>	 <p>Mr Richard Humphries MA, Rhodes University URED; sub-national government and public policy-making dynamics</p>

Specialist researchers 2005/06



Mr Sean Jooste
 MA, University of the Western Cape
 SAHA; research design and methodology, design of research instruments



Mr Claude Kabemba
 MA, University of the Witwatersrand
 SCI; political economy of sub-Saharan Africa, specifically in areas of democratisation and governance, conflict, regional integration and social policies



Ms Geci Karuri
 MA, University of California
 URED; infrastructure and service delivery



Dr Mbithi wa Kivilu
 DPhil, University of Alberta
 KS; educational and psychological assessment, data management, statistical analysis and modelling



Dr Pieter Kok
 PhD, University of Pretoria
 URED; regional human resource flows



Professor Wilbard Kombe
 PhD, University of Dortmund, Germany
 URED; urban management, with a special emphasis on land management, poverty, and service delivery



Dr Andre Kraak
 DPhil, University of the Western Cape
 ESSD; labour market analysis, technical and higher education, skills development



Dr Glenda Kruss
 DPhil, University of Ulster
 ESSD; higher education policy, private higher education, higher education responsiveness, higher education and innovation



Mr Moeketsi Letseka
 MEd, University of the Witwatersrand
 ESSD; higher education



Professor Jo Lorentzen
 PhD, European University Institute
 ESSD; science, technology, innovation



Mr Mahlubi Mabizela
 MEd, University of the Western Cape
 ESSD; public and private higher education, further education and training, comparative higher education, higher education policy, human resources development and evaluation



Dr Monde Makiwane
 DPhil, University of the Witwatersrand
 CYFSD; social science research, using quantitative and demographic techniques



Ms Vuyiswa Mathambo
 MPH, Umeå University (Sweden)
 CYFSD; qualitative research, anthropological approaches to children and families, children and HIV/AIDS, children's access to health and social services



Mrs Ntombizodwa Mbelle
 MA ELT, Thames Valley University of South Africa
 SAHA; project and finance management; project planning, tracking and reporting; evaluations



Ms Percy Moleke
 MA (Econ), Georgia State University
 ESSD; labour market analysis, education and work, labour market training/skills development



Dr Neo Molotja
 PhD, University of Cape Town
 KS; science and technology (S&T) policy analysis, S&T indicators, R&D and innovation surveys

Specialist researchers 2005/06



Dr Nomakaya Monde

PhD, University of Fort Hare
URED; poverty, rural livelihoods and food security



Dr Seán Morrow

DPhil, University of Sussex
D&G; liberation history in South and southern Africa; NGOs/civil society; changing education in South Africa; identity, culture and religion in southern Africa



Dr Sarah Mosoetsa

DPhil, University of the Witwatersrand
URED; urban livelihoods, work and unemployment, intra-household dynamics, poverty and gender, social and economic policy



Ms Sanusha Naidu

MA, Staffordshire University
URED; globalisation and democratisation research, development issues in Africa, South Africa's political and economic role on the continent, China-South Africa relations (PhD focus)



Dr Mcebisi Ndletyana

PhD, University of the Witwatersrand
SCI; leadership, national identity and nation-building



Professor Lungisile Ntsebeza

PhD, Rhodes University
D&G; land reform in South Africa, democratisation in the countryside, land and agrarian movements in South Africa



Dr Saadhna Panday

PhD, Maastricht University
CYFSD; tobacco use, adolescent risk behaviour, youth development, health promotion



Dr Andrew Paterson

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



Professor Karl Peltzer

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



Professor Inge Petersen

PhD, University of Cape Town
CYFSD; risk reduction related to HIV/AIDS and sexual violence



Dr Nancy Phaswana-Mafuya

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



Dr Makola Phurutse

PhD, University of the Witwatersrand
ESSD; school reform and educational change



Dr Cas Prinsloo

DLitt et Phil (Psych), University of South Africa
ESSD; assessment theory, education evaluation, factors influencing school functioning and learner performance, psychometrics, research methodology



Ms Sharmila Rama

MA, University of Natal
CYFSD; child well-being statistics, patterns of time use, child household work, women, children and transport



Professor Thomas Rehle

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



Ms Maxine Reitzes

MA, University of Sussex
D&G; civil society, migration, local governance, social transformation

Specialist researchers 2005/06



Mr Benjamin Roberts
MSc, University of Natal
URED; poverty reduction strategy papers (PRSPs), millennium development goals, subjective well-being, poverty analysis, rural development



Mr Julien Rumbelow
BSocSci, MBA, University of Cape Town
KS; national R&D survey: business sector, R&D and innovation



Ms Marguerite Schneider
MA, Reading University, UK
CYFSD; disability and health, development and poverty in relation to disability



Mr Graig Schwabe
BSc, University of KwaZulu-Natal
Diploma in Business Management, Damelin
KS; spatial database development, spatial analysis, small area estimation modelling, spatial modelling



Professor John Seager
PhD, University of Wales
URED; social, environmental and economic determinants of health and well-being in poor communities



Professor Geoffrey Setswe
DPhil, University of Limpopo
SAHA; systematic reviews, behavioural interventions for reducing HIV risk, monitoring and evaluation of HIV/AIDS, public health interventions



Professor Leickness Simbayi
DPhil, University of Sussex
SAHA; biological aspects of psychology, applied health psychology, HIV/AIDS and traditional healing



Dr Donald Skinner
DPhil, University of Cape Town
SAHA; social aspects of HIV/AIDS, social and clinical psychology, qualitative research, intervention research



Professor Roger Southall
PhD, University of Birmingham
Office of the CEO: democratisation and African and South African politics, political economy, foreign policy



Ms Carly Steyn-Pillay
MPhil, Stellenbosch University
KS; survey methodology and analysis, research and development indicators, value analysis and policy formulation, organisational behaviour



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



Mrs Jarè Struwig
MA, University of Pretoria
URED; surveys and research methodologies



Dr Virginia Tilley
PhD, University of Wisconsin-Madison
D&G; comparative ethnic and racial politics and conflict, racial politics of tourism development strategies, Middle East conflict, Latin American indigenous peoples



Professor Alison Todes
PhD, University of Natal
URED; urban policy and development, urbanisation, urban development strategies, regional development, urban spatial organisation, urban economic development, urban and regional planning



Dr Eric O. Udjo
PhD, University of London
SAHA; demographic analysis, HIV/AIDS impact modelling



Ms Heidi van Rooyen
MA, University of Durban-Westville
CYFSD; HIV/AIDS risk behaviours and interventions, voluntary counselling and testing, ethics of working in developing countries

Specialist researchers 2005/06



Mr Johan van Zyl

BA (Hons), University of Pretoria
URED; analytical demography, field surveys, data analysis



Ms Jocelyn Vass

MA, University of Manchester
ESSD; HIV/AIDS impact on economic sectors and labour markets, workplace restructuring, survey data analysis



Ms Mariette Visser

BA (Hons), University of Pretoria
ESSD; education management information systems, education indicators and data analysis



Dr Catherine Ward

PhD, University of South Carolina
CYFSD; exposure to violence, mental health, substance abuse, youth



Ms Gina Weir-Smith

MA, University of Stellenbosch
KS; socio-economic applications in geographic information systems (GIS), spatial aspects of unemployment, spatial and accessibility modelling



Dr Khangelani Zuma

PhD (Stats), University of Waikato
SAHA; statistics, survival analysis, Bayesian simulation methods and modelling infectious diseases, HIV/AIDS



Ms Nompumelelo Zungu-Dirwayi

MA (Psych), University of Cape Town
SAHARA; research psychology, social aspects of HIV/AIDS, HIV/AIDS and traditional healing, social and behavioural aspects of AIDS vaccines

THE HSRC AND THE PARLIAMENTARY GRANT

The HSRC receives a Parliamentary grant to undertake, stimulate, and promote policy-relevant, applied social science research that contributes to the development of South Africa and the region, and particularly to the advancement of its inhabitants who are poor, vulnerable, or marginalised.

More than R73.7 million of the Parliamentary grant of R85.1 million for 2005/06 was directly allocated to research activities. Of this amount, approximately R41 million was spent on research projects, while some R32.7 million was applied to research capacity-building and infrastructure support within the research programmes. The remaining, relatively small, portion of the Parliamentary grant is utilised for institutional costs required to maintain basic research infrastructure and respond to responsibilities as a public entity. More information is available in sections 4.1 and 4.4 of the Council's Report.

What follows are some examples of how individual research programmes applied their portion of the Parliamentary grant during the 2005/06 financial year. The projects are more fully described in the sections devoted to each research programme.

Child, Youth, Family and Social Development

CYFSD uses its Parliamentary grant allocation to:

- initiate research activities in important areas not yet under the spotlight, such as a detailed database of measures of development of young children in Africa;
- supplement externally funded grant and contract projects, especially to build the capacity of trainees, to network with partners, and to increase the dissemination of the results through workshops and materials, including film. In 2005/06, CYFSD prepared film material on interventions to support children, caregivers and staff in health facilities;

- add value to research by supporting peer-reviewed publications, including writing, meetings, advanced statistical analysis and journal page costs. In 2005/06, CYFSD published 26 peer-reviewed journal articles, with 24 accepted for publication.

Democracy and Governance

- A large portion of D&G's projects emerges through collaborations with State and other external agencies. In particular, the study of rural women's rights and traditional authorities is financed, in part, from the Parliamentary grant and in part by the Foundation for Human Rights and the South Africa–Netherlands Research Programme on Alternatives in Development (SAN-PAD).
- In the same way, the Metagora project, which considered the degree to which human rights are being respected in the land reform process, was funded internally and by the Organisation for Economic Co-operation and Development (OECD).
- The Race and Redress project is a collaborative project between D&G and the Conflict and Governance Facility (CAGE), a partnership project of the National Treasury and the European Union.

Employment, Growth and Development Initiative

EGDI primarily used its Parliamentary grant to "seed" new areas, including foundational modelling work for the employment scenarios; the preparation of global case studies of high-growth economies; a study to enumerate economic linkages between the formal and informal sectors; a review of the relationship between exchange rates and employment; case studies on early child development; and initiating work on South Africa's role in Africa.

The grant was also used to investigate the impact of HIV/AIDS on small firms and how they manage it in the

workplace. Finally, the grant supported our series of conferences and roundtables, such as an international roundtable on school-to-work transitions, the WORK conference, and seven roundtables on specific projects.

Education, Science and Skills Development

The Parliamentary grant was used to fund the following projects:

- Preparations for the second edition of the *HRD Review* series are well advanced and the *HRD Review 2006* will be launched in March 2007. The main purpose of the review is to put in place a significant management information infrastructure for use by the State and HRD researchers across the education, training, science and technology (S&T), industry, employment and labour market policy domains. This infrastructure, in the form of a multi-faceted cross-sectoral data warehouse and book series, will be updated on a triennial basis.
- A project exploring the professions and professional education programmes in relation to post-1994 policy goals, labour market supply and demand issues and changing local and international discourses on professionalism and professional education. The first case study, on the medical profession has been completed and has resulted in a monograph entitled *Doctors in a divided society: The profession and education of medical practitioners in South Africa*. Based on this pilot study, a conceptual model has been developed for further case studies, which will be conducted this year, on engineers, social workers, nurses and artisans.
- The student retention and graduate destination study investigates factors that influence the transitions through higher education and labour market pathways of graduates of selected higher education institutions in South Africa. In the process, the study also analyses students' dropout and throughput rates. Both dropout and throughput rates have become topical issues, given that the financial wastage of dropout on human resource development is estimated to be around R4.5 billion. The Department of Education (DoE) has injected around R1.3 billion into the

higher education sector to provide for learner retention and academic development programmes, and has proposed that over the next ten years the higher education throughput rates' target should reach 30%.

- The HSRC recently completed a study for the Department of Science and Technology (DST) on the role of parents in their children's science, engineering and technology (SET) career choices. The study sought to establish the extent to which parents contribute to their children's participation, performance and career choices in mathematics and science.
- In late 2005, Professor Jo Lorentzen and junior research associates from the Department of Economics at the University of Cape Town launched a study on the determinants of innovative activities in four industrial sectors in the Western Cape. The study closely collaborated with the respective sector associations, namely Wintech (wine), the Cape Information Technology Initiative (CITI), Acorn (medical devices), and the Cape Boatbuilding Initiative. Open workshops discussing the results and implications of the study with the members of the sector associations are scheduled for mid-2006.

Gender and Development

- Professor Gill Marcus of the Gordon Institute of Business Science (GIBS) presented a public lecture on Women's Day on the subject *Setting the agenda: Challenges women face in their careers*.
- The unit actively supported the 16 Days of Activism against Violence Campaign.
- The project manager and fieldworkers for a research monograph on *Women, development and transport in rural Eastern Cape, South Africa* (Potgieter, C., Pillay, R., Niekerk, T. & Rama, S., 2006) were all Eastern Cape residents and as a result the project contributed to job creation and skills development: through the experience the fieldworkers gained on the project some obtained full-time employment.

Knowledge Systems

- The work of the Centre for Science, Technology and Innovation Indicators (CeSTII) combines Parliamentary funding of the HSRC with ring-fenced funds provided by the DST to generate the necessary measures of the national system of innovation. This work feeds directly into government decision-making.
- Socio-economic Surveys supported the performance of SASAS 3 with parliamentary funds, while GIS used their allocation towards capacity development in terms of small area estimation and accessibility modelling. All three sections have collaborative networks of researchers and fieldworkers and they contribute directly to a better understanding of the dynamics of service delivery.

National Education Quality Initiative

- Parliamentary funds were used to obtain support to establish the National Education Quality Initiative (NEQI) and to reach consensus among education role-players on the key challenges the initiative should address.
- Monitoring trends in education quality is a national survey conducted to assess Grade 9 learner levels of performance in English, mathematics and science. This survey was first conducted in 1996 and repeated in 2002. The findings will provide information for policy-makers on performance trends and the context of learning and teaching at the end of Grade 9.
- The HSRC provided technical assistance to provincial officials of the Gauteng DoE in data analysis and report writing.

Social Aspects of HIV/AIDS and Health

- The Parliamentary grant partially funded the Traditional healers project in KZN and the South African National HIV prevalence, HIV incidence, behaviour and communication survey, 2005.
- The Parliamentary grant was also used to cover operational costs, for example accommodation, overheads, and a large portion to cover the salaries of some of the permanent staff members.

- A reasonable amount was also spent on training, seminars, conferences and bursaries as we believe that capacity-building of our staff is critical. Since SAHA has two offices, the grant also covered travel expenses not related to specific projects, and the refurbishment of the Cape Town offices.

Society, Culture and Identity

Almost all of the Society, Culture and Identity programme's projects used a portion of the Parliamentary grant. The unit made significant advances in the extent of its collaborations, both internally and externally:

- Internally, SCI won tenders jointly with other programmes, took part in programme reviews, and contributed to a range of projects hosted by other divisions within the organisation.
- Externally, SCI formed collaborative arrangements with a number of tertiary institutions and entered into formal memoranda of understanding with community organisations in the course of various projects. Impacts were felt both in the breadth of discussion on topics such as identity because of the high-profile visiting lecturer series, but also more specifically on policy formulation as SCI took part in commissioned work or tendered for work with that purpose.

RESEARCH HIGHLIGHTS

During 2005/06 the six research programmes and five cross-cutting research units were engaged in 248 research projects at different stages of progress and of remarkable variety. These projects were supported by funds from many local and international sources, including the national Parliament.

Some R73.7 million of the Parliamentary grant of R85.1 million for 2005/06 was directly allocated to research activities. Of this amount, approximately R41 million was spent on research projects, while some R32.7 million was applied to research capacity-building and to infrastructure support within the research programmes. The remaining, relatively small, portion of the Parliamentary grant is used for institutional costs required to maintain basic research infrastructure and respond to the institution's responsibilities as a public entity.

What follows are some of the highlights of the year. More examples and details are included in the other sections of the report and at our website at www.hsrc.ac.za.

Child, Youth, Family and Social Development (CYFSD)

- As an HIV and AIDS intervention for children and young teens, the Collaborative HIV/AIDS and Adolescent Mental Health Project (South Africa) (CHAMP) has demonstrated significant positive effects by reintroducing an adult protective shield among vulnerable communities, and will take science to service through CHAMP as a non-profit organisation (NPO) in 2006.
- Where the heart is: Meeting the psychosocial needs of young children in the context of HIV/AIDS, a report funded by the Bernard van Leer Foundation and developed over the course of four workshops held in Johannesburg, Cape Town, Abuja and The Hague, will be launched at a satellite meeting during the international AIDS conference in Toronto in August 2006.

- An evaluation of a World Scouts Leadership Training Project implemented by the African Regional Bureau in Burundi, Ethiopia, Gambia, Mauritius, Niger and South Africa was commissioned by the Johan Jacobs Foundation in Switzerland. The aim of the training project is to empower unit leaders and scouts and to make scouting more relevant to changing social and economic conditions in Africa, especially with respect to violence prevention and HIV/AIDS.
- A study on living with arthritis conducted among women in Soweto revealed the strong social isolation in which the illness results. The study also highlighted the need to consider a wide range of interventions beyond health care, such as housing and municipal services.
- CYFSD has finalised a comprehensive rights-based approach to monitoring the well-being of children. Indicators cover child outcomes, children's home and community environments as well as service access and quality. A book on the work, edited by Andy Dawes and Rachel Bray and with chapters contributed by experts in policy, services and research is in preparation.

Democracy and Governance (D&G)

- The combination of applied (policy) and academic research places the Democracy and Governance research programme in the privileged position of being able to contribute to academic conversations about the nature of the State and its limits, its character as a state in Africa, or as an African state, and its constraints in the era of globalisation. Moreover, it is able to draw on this research to enrich policy debates and public discussion in a way that is cognisant of South African realities. This is well evidenced by the programme's publication record.
- Research has posed questions about racial redress in South Africa, including studies on the state and effect of redress in the domain of sport,

- the economy, education and the public service.
- We are exploring the condition of rural women, especially in relation to human rights.
 - In a project for the Kopanong municipality, we are considering prospects for advancing land redress through the establishment of municipally operated "commons".
 - The programme has published extensively on social movements in South Africa and on the state of giving in the country.
 - A paper commissioned by the Presidency on the state of the social fabric in South Africa was used by the President Thabo Mbeki in the State of the Nation debate in Parliament.

Education, Science and Skills Development (ESSD)

- The executive director of the research programme on Education, Science and Skills Development (ESSD) in 2005/06, Dr Andre Kraak, was appointed to the technical working group of the Joint Initiative for Priority Skills Acquisition (JIPSA), a key component of the Accelerated and Shared Growth Initiative for South Africa (AsgiSA). AsgiSA is a strategic initiative of government to work together with business and labour to overcome six major blockages to a higher and more sustainable economic growth rate in South Africa.
- In December 2005, ESSD won a large Western Cape Department of Education tender to assess the achievement levels of all Grade 8 learners in languages and mathematics during 2006. The assessment instruments are required to be sensitive to the language diversity of learners, measure performance in relation to the new National Curriculum Statements, and comply with international standards for benchmarking purposes.
- On 8 February 2006, the HSRC and the Association for Black Empowerment in Higher Education (ABEHE) signed a memorandum of understanding (MoU) that formalised a collaborative research partnership to study the high failure and dropout rate among black students in higher education institutions. The

planned national study is estimated to cost around R24 million and will be conducted over a period of three years. The partnership between the HSRC and ABEHE means the HSRC will have the opportunity to network with senior black academics and researchers in all the 23 public higher education institutions on higher education issues.

- Special editions of two internationally peer-reviewed journals were published in 2005. Those focused on current ESSD research work and were co-edited by HSRC personnel. The first was the April 2005 edition of the *Journal of Industry and Higher Education* 19(2) co-edited by Dr Glenda Kruss and Mr Moeketsi Letseka. It focused on the extent of partnerships between industry and higher education in South Africa. The second special edition was published in December 2005 by the *Journal of Vocational Education and Training* (57)3 and focused on the state of enterprise-based skills development in South Africa and was co-edited by Drs Andre Kraak and Andrew Paterson.
- The book, *Marking matric: Colloquium proceedings*, edited by Dr Vijay Reddy and having four chapters written by ESSD researchers, was published in March 2006. *Marking matric* offers valuable research findings to academics, policy-makers and those involved in the educational field. Whilst placing "the matric question" within a context that acknowledges the many changes that have taken place over the past ten years, the collection notes most strongly that inequalities persist. Unless this gap is satisfactorily addressed, problems such as poor matric results and a resultant skills shortage will persist.
- Professor Jo Lorentzen participated in the formulation of the Western Cape's Micro-Economic Development Strategy (MEDS). The MEDS is the principal policy vehicle in the Western Cape to obtain a higher provincial rate of economic growth and job creation, in line with the provincial government's objective of *Ikapa Elihlumayo*, creating a better home for all. The MEDS initiative breaks new ground in exploring industrial policy options for provincial government, in close collaboration with the private sector, and

is an ongoing, long-term strategy. The United Nations Industrial Development Organisation (UNIDO) favourably reviewed the MEDS synthesis report as an exemplary document of regional policy-making in a developing-country context. Professor Lorentzen also co-authored the Provincial Treasury's *Provincial Economic Review & Outlook*, South Africa's only annual macro- and micro-economic review of economic activities at the provincial level.

Employment, Growth and Development Initiative (EGDI)

- EGDI developed the capability to produce evidence-based employment scenarios aimed at assessing and testing the possible impact of interventions on employment and unemployment trends over the next ten years. The primary objective is to contribute actively to the government's stated goal of halving unemployment by 2014.
- An in-depth review of the drivers of growth, employment and income distribution in fast-growing developing and developed economies over the last 20 years was compiled in co-operation with Professor Albert Berry of the University of Toronto.
- EGDI set up a project to review the link between exchange rates and employment. This project works in co-operation with the South African Reserve Bank and the National Treasury. A first roundtable was held to stimulate debate among the National Treasury, the Reserve Bank, the Presidency and chief economists from select private banks. The UK High Commission has offered financial support for this project.
- EGDI completed a major review of the South African labour market to assess the state of knowledge and identify critical gaps. This was supported by the Swedish International Development Cooperation Agency (Sida).
- Case studies on the response of small and medium firms to HIV were completed and will be published as a monograph in 2006. This is part of a contribution to labour market policy-making in respect of poor and vulnerable workers.

- EGDI supported a number of events, including: an international colloquium on School-to-work transitions in developing countries, and joint co-operation with the University of the Witwatersrand the WORK conference, which focused on employment creation through labour-intensive construction and social services.

Gender and Development (G&D)

- The Gender and Development unit has developed gender, development and transport as a niche area. Our focus has been on women's travel experiences and needs in rural areas and how it affects their access to resources and ultimately to poverty alleviation. This resulted in the publication of a study, *An audit of women's travel activities, experiences and needs in rural Eastern Cape, South Africa*, for the South African National Roads Agency Limited (SANRAL), and a monograph.
- Another focus area of the unit was the participation of girls and women in science, engineering and technology. We have drafted the Gender Equity Policy for the Department of Science and Technology.
- The South African Women in Dialogue (SAWID) commissioned the unit to do the research and final report for the contribution of women's organisations to the African Peer Review Mechanism (APRM).
- The unit completed an Evaluation of the Hatfield Community Court for the National Prosecuting Authority.

Knowledge Systems (KS)

Knowledge Systems has enjoyed a productive year. The Centre for Science, Technology and Innovation Indicators (CeSTII) designed, conducted, analysed and disseminated the 2003/04 National R&D Survey that is now not only a component of Official Statistics but also recognised as official country data by the Organisation for Economic Co-operation and Development (OECD).

In addition, the first official innovation survey, soundly constructed off the national business register, was designed and taken to the field. The work will be finalised by September 2006.

For the first time a knowledge management practices survey was conducted in the HSRC. This survey examines issues around knowledge sharing and management in the organisation and is expected to inform decision-making with respect to these essential attributes of all knowledge-intensive research organisations.

The Socio-Economic Surveys (SES) section completed wave 3 of the South African Social Attitudes Survey (SASAS) and finalised the SASAS 1 report. As part of its services to government departments, SES conducted national surveys on citizen registration. At very short notice, SES conducted a voter-intentions study for the Independent Electoral Commission (IEC) ahead of the municipal elections of November 2005.

The Geographical Information Systems (GIS) centre performed seminal work for the Universal Service Agency (USA), so that for the first time a complete picture of ICT penetration in South Africa has been constructed at the municipal level.

The GIS centre carried out a project on behalf of the South African Revenue Service (SARS) that described the flexibility of using spatial modelling techniques in GIS in order to optimise future locations of SARS offices. In its report to SARS, the GIS centre presented an overview of current international and national best practices, which emphasised the need for systematic and scientifically based spatial decision-support mechanisms for the location of taxation-related services.

National Education Quality Initiative (NEQI)

The National Education Quality Initiative was established to contribute towards addressing a critical national development objective, namely the provision of quality education for all. Highlights include:

- the presentation of the successfully completed review of the five-year Quality Learning Project to the Business Trust;
- the completion of the national and nine provincial Grade 6 systemic evaluation reports for the Department of Education; and
- hosting Dr Kelvin Gregory, an international assessment expert from Flinders University,

Australia, to assist with the analysis of the Monitoring trends in education quality project and the development of capacity in the application of Item Response Theory.

Social Aspects of HIV/AIDS and Health (SAHA)

- The groundbreaking 2005 South African national household survey on HIV prevalence, incidence, behaviour and communication was completed, with more than 16 000 South Africans participating. The survey showed an overall HIV prevalence of 10.8%. Of great concern is the finding that young women in the 15–24 age group are up to four times more likely to be HIV-positive than young men in the same group.
- The year also saw the completion of the project on determinants of demand and supply of educators based in schools and FET colleges. This project, funded by the Education Labour Relations Council (ELRC), has increased the understanding of HIV prevalence and the impact of AIDS-related morbidity and mortality, general health status, alcohol and drug use and migration on the South African education sector.
- The project on the replication of the South African HIV prevalence, behavioural risks and mass media survey in Botswana, Lesotho, Mozambique and Swaziland provided technical assistance to the four countries on the basis of our recognised experience and excellence. Botswana released its AIDS Impact Survey II (BAIS II) report in November 2005 while work in Swaziland, Mozambique and Lesotho is continuing.
- The first controlled evaluation of an HIV/AIDS/STI and TB intervention among 203 traditional healers (130 experimental and 73 control) in four selected communities in KwaZulu-Natal showed that intervention effects were significant for HIV knowledge and HIV/STI management strategies.
- Demographic analysis was done for the Department of Social Development on child rights indicators for South Africa and the quantitative analysis of trends in age-specific fertility rates in South Africa, 1995-2005.

Social Aspects of HIV/AIDS Research Alliance (SAHARA)

Contributions to key conferences and meetings

- The 3rd Africa SAHARA conference on Social aspects of HIV/AIDS (10-14 October 2005), held in Dakar, Senegal, was a huge success.
- Dr Gail Andrews produced a report from a workshop in Nairobi at the African Medical & Research Foundation (AMREF) in Kenya in April 2005. The topic was "Health promotion in Africa", and the objectives were to review key themes in the development of health promotion globally and nationally; to discuss and reach consensus on what the Africa region's contribution to the 6th Global conference on health promotion should be; and to discuss issues relevant to the enhancement of health promotion in Africa.
- The conceptual framework of the Poverty and HIV/AIDS project, funded by the Dutch Ministry for Co-operation (DGIS), was presented at the International Union for the Scientific Study of Population seminar on Interactions between poverty and HIV/AIDS in December 2005.
- In order to ascertain the success of the SAHARA website, the web activity of the site was compared to the Top 100 sites in South Africa, as measured by the Nielsen Net-Ratings. This study revealed that the SAHARA website is rated among the top 30 sites in South Africa; is second in the category of Healthcare (after Health24), and is rated as the top HIV/AIDS site in South Africa. The success of the SAHARA website indicates how effectively SAHARA has managed to provide multi-media platforms for information exchange and the sharing of research findings.

Society, Culture and Identity (SCI)

The SCI research programme continued to generate intense debate and interest in the public domain during the year around questions of identity, heritage, the role of the media, and nationhood.

- Several important local and international dignitaries, including Nobel Literature prize laureate Wole Soyinka and renowned Harvard intellectual Henry Louis Gates (Jr), visited South Africa to engage in lectures and discussions on

South African identity and its meanings.

- The year saw SCI embark on a diverse range of work from a project aimed 'making women's rights a reality' to support for the Media Development and Diversity Agency in its bid to develop local television. Local, non-profit television is commonly considered an important catalyst for employment and poverty reduction by the international development community.
- Other work included SCI's participation in the African Peer Review Mechanism, together with projects on skills development in the book-publishing sector, the development of community arts centres, the valuation and authentication of local artworks and research on non-verbal language among the urban youth in South Africa.
- Though still a small, growing unit, SCI substantially improved its publications profile during the year producing 11 peer-reviewed journal articles, four books and dozens of client reports, conference reports and other published materials.

Urban, Rural and Economic Development (URED)

The Human Development, Environment and Tourism unit completed the first phase of the Young Lives International Study of Childhood Poverty during 2005. This collaborative study, led by a team in the UK and partners South Africa, Ethiopia, Peru, India and Vietnam, examined the wellbeing of poor children in four developing countries and has established the groundwork for a longitudinal study following 12,000 children until they are 15 years of age. Some 30 working papers, covering the rationale for the study, methodological challenges, results from the first round and policy issues, have been produced

The Poverty and Rural Development unit concluded a number of significant research projects in 2005/06, including:

- the Food Insecurity and Vulnerability Information and Mapping System for South Africa (FIVIMS-ZA) study for the Department of Agriculture and conduct by an HSRC-led consortium; the development of the SA Index of Multiple Deprivation in conjunction with Statistics South

Africa and the University of Oxford; and a study of Delivery and Unit Cost Calculations of Land Reform Programmes for the Department of Land Affairs.

- The Infrastructure and Service Delivery unit: Service delivery is a prime measure of potential human development and of government achieving change in the interests of the poor.

The work of the Infrastructure and Service Delivery has attracted high levels of publicity for its research reports and continuing interest in work. Highlights include:

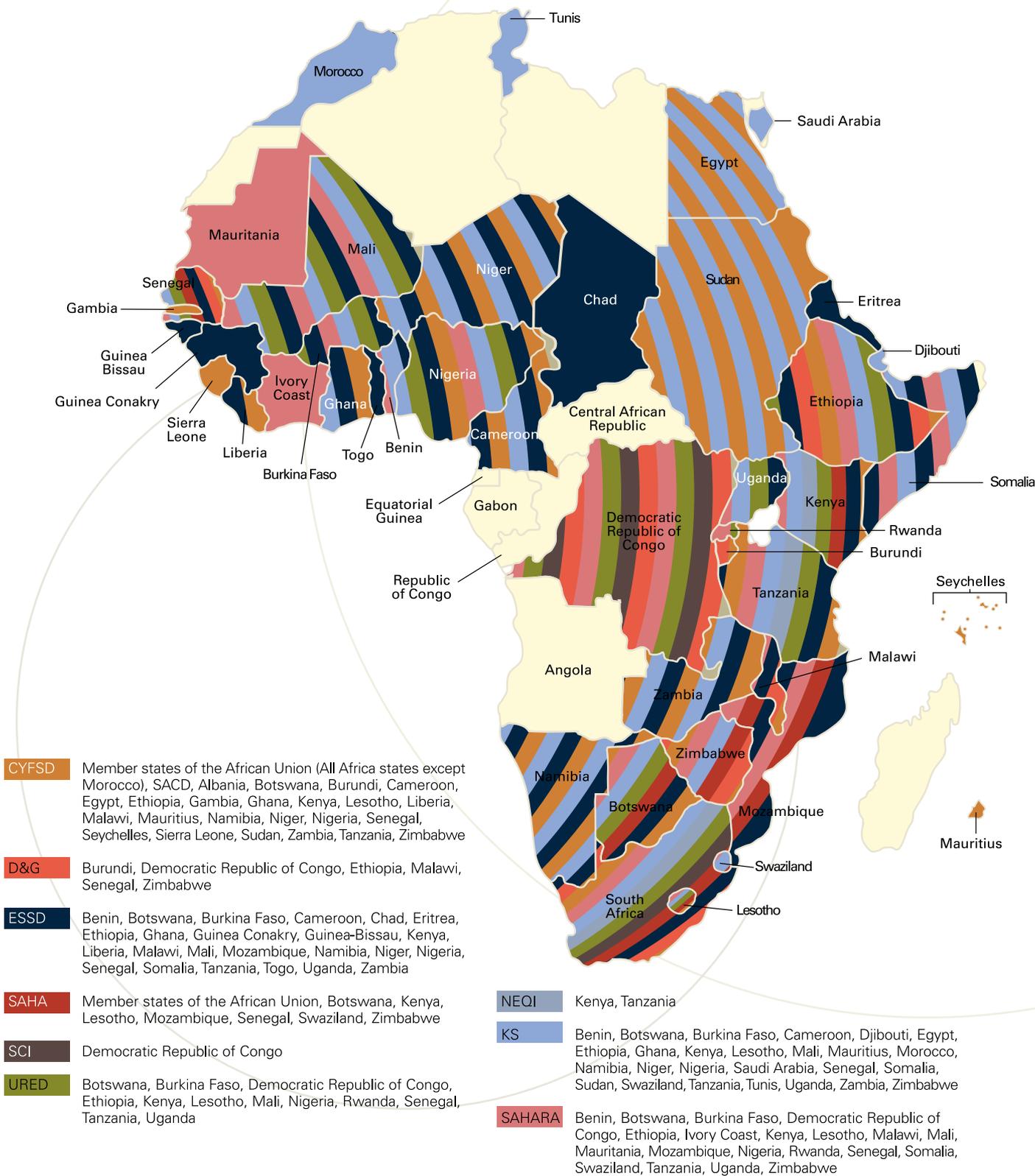
- The publication of a 'scorecard' on national targets and the current state of delivery received enormous publicity to work undertaken by the section.
- Pioneering research on children collecting water in communities far distant from safe sources of water and review of the challenges set out by the cholera epidemic 2000/01.

Highlights in the Urban Change, City Strategies and Migration unit include:

- A book produced by Kok, P., Gelderblom, D., Oucho, J., van Zyl, J. (eds) (2006), on *Migration in South and Southern Africa. Dynamics and determinants*.
- An international workshop of the African Migration Alliance drew together migration researchers from across the country.
- A national workshop of the Homelessness project was attended by national and provincial governments, NGOs, and researchers.
- A report on Poverty Pockets in Gauteng and a survey on public perceptions of the 2010 World Cup received much media attention.

Collaboration in Africa

This map illustrates some of the key projects in which the HSRC is involved throughout Africa



A selection of recent users and funders

Africa Strategic Research Corporation (Pty) Ltd
Agricultural Research Council (ARC)
Amathole District Municipality (ADM)
Ambassade van het Koninkrijk der Nederlanden
Atlantic Centre of Excellence for Women's Health Canada (ACEWH)
Atlantic Philanthropies
Bernard van Leer Foundation
Bill and Melinda Gates Foundation
Biotechnology Partnership and Development (BioPAD)
Bristol-Myers Squibb Foundation
British High Commission
Cape Biotech Trust
Centers for Disease Control and Prevention (CDC)
Charles Kendall and Partners Ltd – iSeluleko Consulting (CKP)
Charles Stewart Mott Foundation
City of Johannesburg
City of Tshwane
Commonwealth Secretariat
Conflict and Governance Facility (CAGE)
Council on Higher Education (CHE)
Council for Scientific and Industrial Research (CSIR)
Department for International Development (Dfid)
Department of Agriculture
Department of Arts and Culture (DAC)
Department of Communications (DoC)
Department of Education (DoE)
Department of Health (DoH)
Department of Home Affairs (DHA)
Department of Labour (DoL)
Department of Land Affairs (DLA)
Department of Local Government and Housing
Department of Public Service and Administration (DPSA)
Department of Science and Technology (DST)
Department of Social Development (DSD)
Department of Social Services and Poverty Alleviation, Western Cape Province
Department of Trade and Industry (DTI)
Department Sport and Recreation South Africa (SRSA)
Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ)
Development Bank of Southern Africa (DBSA)
Dynacon Consulting Engineers
East Coast Biotechnology Regional Innovation Centre (BRIC)
Education Labour Relations Council (ELRC)
Epakula Development and Business Solutions
Ernest Oppenheimer Memorial Trust
eThekweni Municipality
European Union (EU)
Firelight Foundation
Ford Foundation
Foundation for Human Rights (FHR)
Foundation for Professional Development (FPD)

French Institute of South Africa (IFAS)
Gauteng Department of Education
Gauteng Provincial Government
Georgetown University
GeoSpace International
Global Forum for Health Research
Government Communication and Information System (GCIS)
Independent Electoral Commission (IEC)
Institute of International Education (IIE)
International Business Machines Corporation (IBM)
International Center for Research on Women (ICRW)
International Development Research Centre (IDRC)
International Food Policy Research Institute (IFPRI)
International Labour Organisation (ILO)
Jacobs Foundation
JET Education Services (JET)
Joint United Nations Programme on HIV/AIDS (UNAIDS)
Konrad Adenauer Foundation
Kopanong Local Municipality
Lesotho Highlands Development Authority
London School of Hygiene and Tropical Medicine
Media, Advertising, Publishing, Printing and Packaging Sector Education and Training Authority (MAPP-SETA)
Media Development and Diversity Agency (MDDA)
Medical Research Council (MRC)
Mellon Foundation
Molteno Project
National Bioinformatics Network (NBN)
National Heritage Council
National Institute for Crime Prevention and Reintegration of Offenders (NICRO)
National Institute of Mental Health (NIMH)
National Lotteries Distribution Trust Fund (NLDTF)
National Prosecuting Authority of South Africa
National Research Foundation (NRF)
Nelson Mandela Children's Fund
Nelson Mandela Foundation
Office of the Public Service Commission
Open Society Initiative for Southern Africa (OSISA)
Organisation for Economic Cooperation and Development (OECD)
Overseas Project Management Consultants Ltd (OPMAC)
Parliament of the Republic of South Africa
Pennsylvania State University (PSU)
PlantBio
Regional Psychosocial Support Initiative (REPSSI)
Research Council of Norway (RCN)
Research Surveys
Rockefeller Brothers Fund

Royal Danish Embassy
Royal Netherlands Embassy Development Cooperation
Safety and Security Sector Education and Training Authority (SASSETA)
Save the Children Sweden
Services SETA
South Africa–Netherlands Research Programme on Alternatives in Development (SANPAD)
South African Agency for Science and Technology Advancement (SAASTA)
South African Broadcasting Corporation (SABC)
South African Cities Network (SACN)
South African Democracy Education Trust (SADET)
South African Management Development Institute (SAMDI)
South African National Roads Agency Limited (SANRAL)
South African Revenue Service (SARS)
South African Women in Dialogue (SAWID)
Southern African Development Community (SADC)
Southern African Grantmakers' Association (SAGA)
SRK Consulting
Statistics South Africa (Stats SA)
Swedish International Development Agency (SIDA)
Swiss Agency for Development and Cooperation (SDC)
Tourism, Hospitality and Sport Education and Training Authority (THETA)
Umsobomvu Youth Fund (UYF)
United Nations Children's Fund (UNICEF)
United Nations Educational, Scientific and Cultural Organisation (UNESCO)
United Nations High Commissioner for Refugees (UNHCR)
Universal Service Agency (USA)
University of California
University of Connecticut
University of Dalhousie
University of Kentucky Research Foundation
University of KwaZulu-Natal (UKZN)
University of Michigan
University of Oxford
University of Pretoria (UP)
University of the Witwatersrand (WITS)
Water Research Commission (WRC)
Wellcome Trust
Western Cape Provincial Government
W.K. Kellogg Foundation
World Bank Group
World Health Organisation (WHO)

CHILD, YOUTH, FAMILY AND SOCIAL DEVELOPMENT

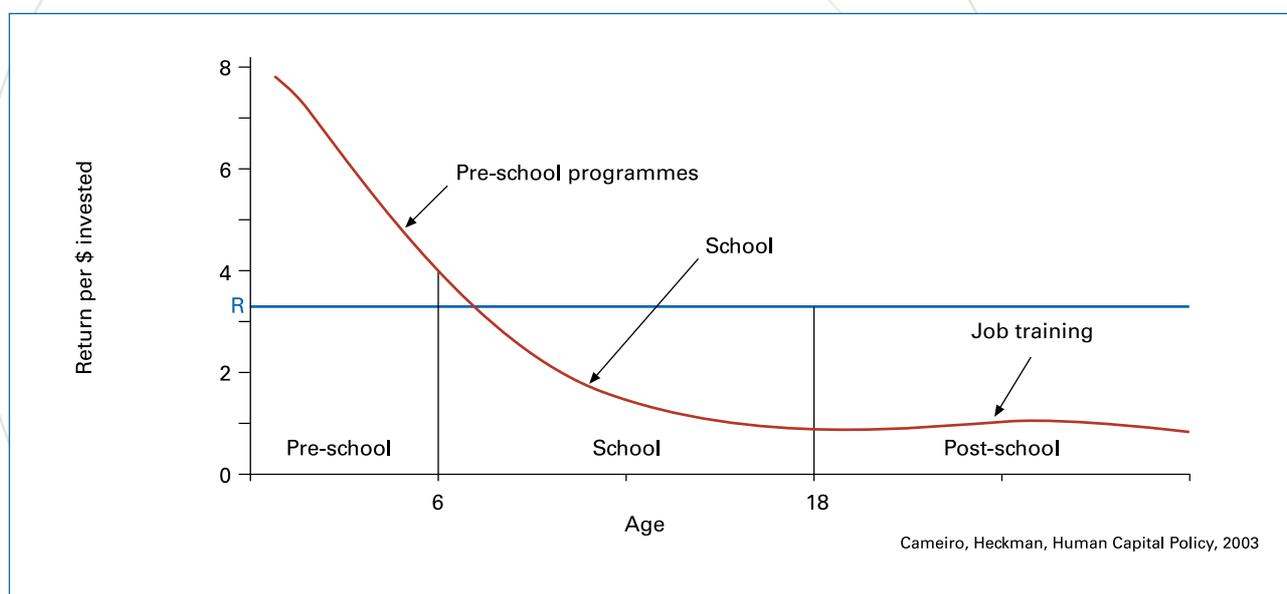


The Child, Youth, Family and Social Development (CYFSD) research programme has mushroomed to become the largest group of social scientists researching issues of children, youth and families on the African continent. CYFSD now has 16 full-time and eight part-time specialist researchers, together with 80 project staff. The research projects and activities in CYFSD are arranged in five themes, each theme being led by a senior researcher. Current thematic research areas are:

Early Childhood

This theme focuses on the economic, educational, psychological and social data that demonstrate the importance of early childhood to both personal and national development. As illustrated below, the gains

Figure 1: Rates of return to human development investment across all ages



from human development investments in early childhood, especially in health and education, far outstrip any value that is achieved from development programmes at later ages. In this regard, CYFSD conducts studies on nutrition, early childcare, vulnerability associated with the HIV/AIDS epidemic, and indicators of early child development.

Youth Development

CYFSD studies the resources and assets of youth, including their demographic presence, capacity to cope with rapid change, their openness to the future, as well as the challenges facing them. These include quality work-oriented education, employment, civic participation, and health and well-being.

Family Studies

Families are the fundamental building block for positive human development and the principal safety net for people facing chronic and acute challenges. Families are also the repository of social values, livelihoods and legacy. The work of CYFSD focuses on family policy, changing family and household patterns, dynastic families, the role of older people, and fatherhood.

HIV and AIDS

CYFSD seeks to understand the psychosocial, behavioural and contextual issues of HIV and AIDS that form the basis for the evaluation of best practice interventions for the most vulnerable populations, including children, caregivers, families and community-based groups.

Social Inclusion

Research into this theme addresses contextual factors that lead to and exacerbate social exclusion, such as homelessness and disability. Risk factors for social exclusion, such as chronic illness, activity limitations and age, intersect with high levels of poverty and require investigation and intervention in order to develop and maintain supportive civic and community life.

Monitoring and Evaluation

Monitoring and evaluation have become essential tools for service delivery. CYFSD develops monitoring and evaluation systems, indicators and costing methods to improve the evidence base of interventions, and assesses programme and policy outcomes for children, youth, families and vulnerable populations.

A selection of recently completed and current projects

Early Childhood

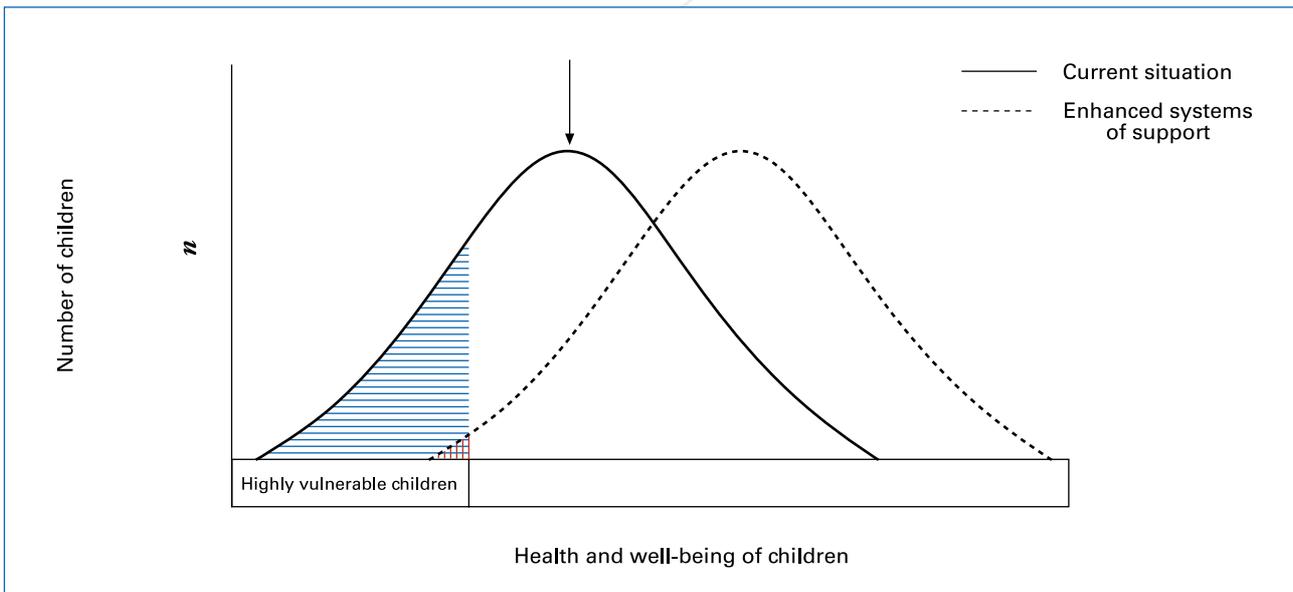
A great deal of work was undertaken on the impact of HIV/AIDS and poverty on young children, together with the further development of indicators of young children's rights and well-being (see the theme: Monitoring and evaluation).

- Research on maternal depression in the context of HIV/AIDS and its impact on young children was published, and the development and testing of

interventions for young children affected by AIDS in health facilities continued with support from a grant from the Mellon Foundation.

- A community-level monitoring and evaluation system was designed on commission by the Regional Psychosocial Support Initiative for Children Affected by AIDS (REPSSI) and an **Information and Action Tool** was piloted among 500 families in Durban.
- As the Birth to Twenty (BTT) study moves into the third generation, teen mothers and fathers are being recruited into a study of young parenthood.
- Policy reviews on children living in communities affected by HIV/AIDS were undertaken for the World Health Organisation, called **Strengthening systems to support the healthy development of children living in communities affected by AIDS**; for the Bernard van Leer Foundation, called **Where the heart is: Meeting the psychosocial needs of young children in the context of HIV/AIDS**; and for Save the Children Sweden, called **Regional study on orphans and vulnerable children (OVC) and HIV/AIDS**.

Figure 2: Universal curve shift to improve children’s health and well-being



Note: Note the reduction in the numbers of highly vulnerable children when the entire curve is shifted by the comprehensive provision of essential services for all children.



The Fatherhood Project

Youth Development

The African Union commissioned CYFSD to prepare a status of youth report for Africa and to draft the Pan-African Youth Charter that will serve as a framework to facilitate implementation of youth policies and to empower youth to take advantage of these provisions. The Pan-African Youth Charter is currently undergoing a process of validation that will culminate in its adoption at the Summit of African Union Heads of State in July 2006.

An advocacy tool entitled **Where we’re at and where we’re going: Young people in South Africa in 2001** summarises the main findings of the Status of the Youth Report prepared for the Umsobomvu Youth Fund. It examines policy implications for the policy environment and attempts to transform policy into practice. The report was launched in October 2005 and has received widespread support from government and other institutions.

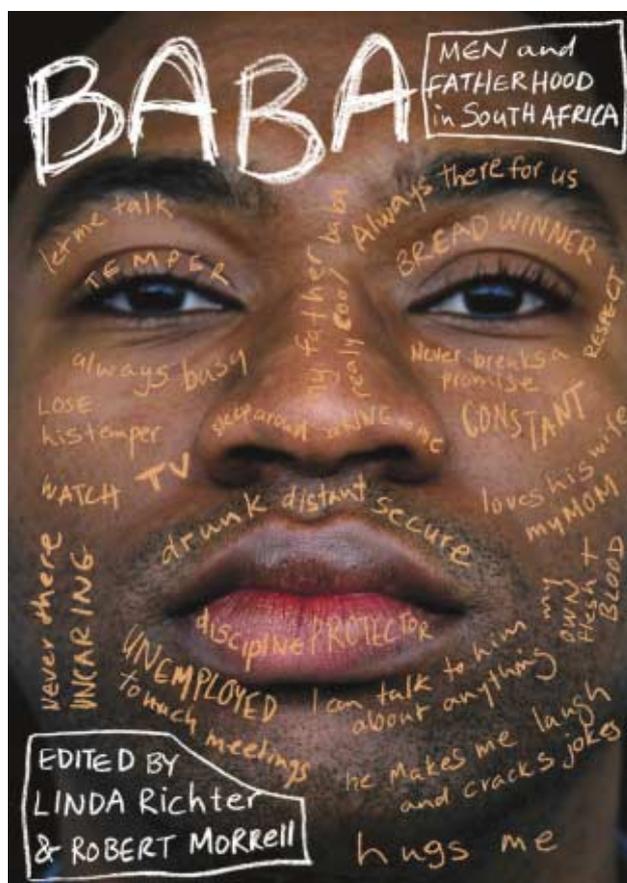
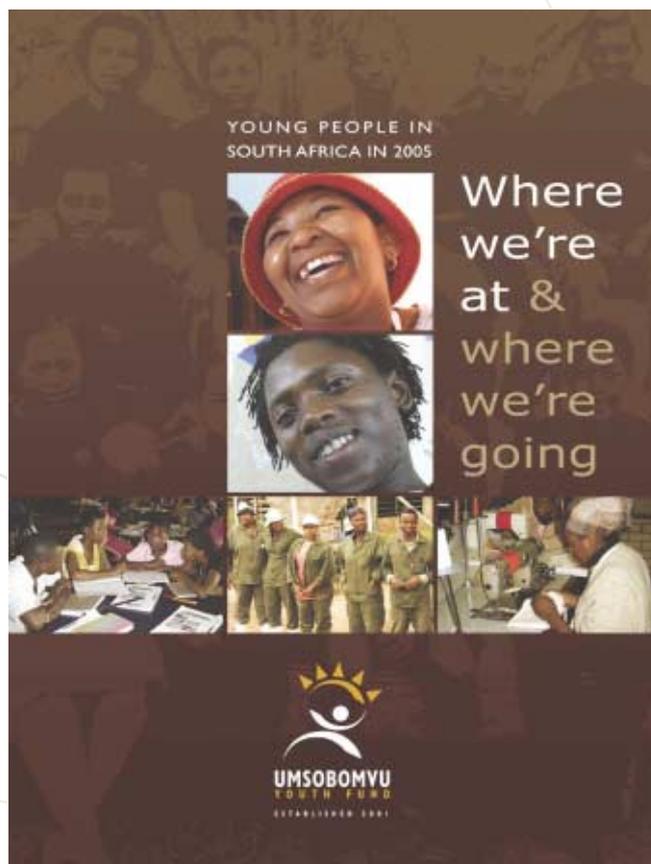
Professor Linda Richter is guest editing a special edition of the journal *Africa Insight* focusing on Youth in Africa. The call for abstracts in 2005 drew in 109 submissions from across Africa, of which 29 papers have been submitted to review. The special issue is due to be published in September 2006.

Family Studies

An analysis of family structure and needs was undertaken on commission to the Western Cape Provincial Government to support the development of a provincial family policy framework. As part of the Dynastic families’ project, two pilot studies of traditional leadership – a study of the role of dynastic families in governance – were conducted in Ghana and KwaZulu-Natal. A review of the Economic Commission for Africa’s (ECA) concept paper on traditional leadership was undertaken in preparation for a commissioned study in selected African countries in 2006.

The first local book on the topic of fatherhood, *Baba: Men and fatherhood in South Africa*, edited by Linda Richter and Robert Morrell (from the University of KwaZulu-Natal), was launched jointly by the HSRC Press and UNICEF. A national consultation, through workshops with men and children, was conducted during the 16 Days of Activism and funded by the Human Rights Commission. Papers were delivered at the Working with fathers conference in London, at the Third African early child development conference in Ghana and at the International family conference in Durban, among others.

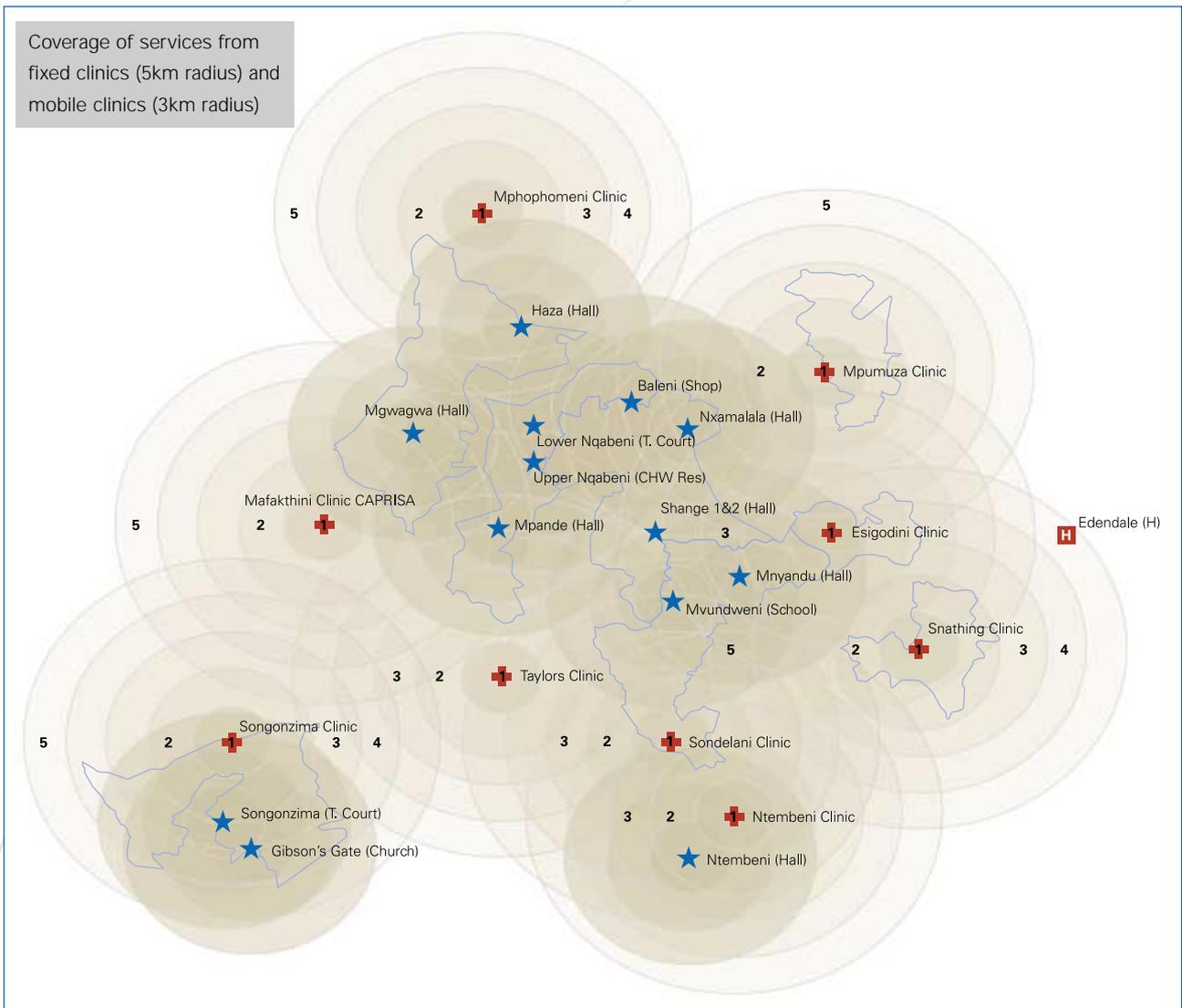
Monde Makiwane and Margie Schneider conducted research on ageing in collaboration with Walter Sisulu University, focusing on the quality of life of older persons. The focal point of their research was a village outside Mthatha in the Eastern Cape Province. This is an extension of previous work in Mpumalanga.



HIV/AIDS

Much of CYFSD's work on HIV/AIDS has focused on developing and testing interventions to take them to scale; for example, the Collaborative HIV/AIDS and Adolescent Mental Health Project (CHAMP); "Going-to-Scale", the Cost-effectiveness of alternative Interventions to support vulnerable children and families in the context of HIV/AIDS and poverty; Project ACCEPT, a randomised community trial of two methods of delivery of voluntary counselling and testing; and HIV and Alcohol Prevention in Schools (HAPS). All these are large-scale studies, over several years, using experimental designs to evaluate systematically the impact, efficiency and cost of interventions that have the capacity to be rolled out nationally. Other activities under this theme are described in the section on Early Childhood.

Figure 3: Project Accept – Mapping communities on health service access



Social Inclusion

A tool to assess eligibility for both the Disability Grant and Free Health Care has been completed and the Department of Social Development (DSD) is currently piloting it at six sites nationally. The outcome of the piloting will lead to the tool being finalised, followed by its use at the national level for the assessment. Ongoing work in this area is focused on revising the assessment tool for the Care Dependency Grant for Children.

CYFSD staff are also working with a UN initiative to improve disability statistics. An analysis of mental health policy implementation seeks to assist developing countries to break the cycle of poverty and mental ill-health.

The Western Cape Provincial Government commissioned research to develop indicators for child protection and early childhood development (ECD) services. The system draws attention to the particular needs of girls and disabled children.

Monitoring and Evaluation

A rights-based approach to monitoring the situation of children was developed. It provides indicators for child poverty; education; ECD; disability; health, HIV/AIDS, injury, mental health and substance abuse; statutory care; maltreatment; children in trouble with the law; street children; and child labour and trafficking. The system mainstreams gender and permits age stratification of data.

A situation analysis of Western Cape children exposed to violence is being undertaken for the Western Cape Provincial Government alongside further studies on indicator development.

Provincial Indices of Multiple Deprivation for Children (PIMD-C) are being developed in collaboration with Oxford University and Stats SA to facilitate policy targeting. South African Social Attitudes Survey (SASAS) data will be used to investigate the household circumstances of children as well as attitudes to child care and gender roles, and their predictors.

The Department of Education (DoE) commissioned an evaluation of its plan for implementation of the new curriculum. The Education Labour Relations Council (ELRC) commissioned a study on educator workload, looking at the time educators spend on their different activities, the impact of recent policies such as outcomes-based education and the Integrated Quality Management System (IQMS) and what could be done to assist educators cope better with their workload. An M&E and a capacity development system is being designed for REPSSI. It will also provide tools for monitoring services to children in East and southern Africa.

Future Developments

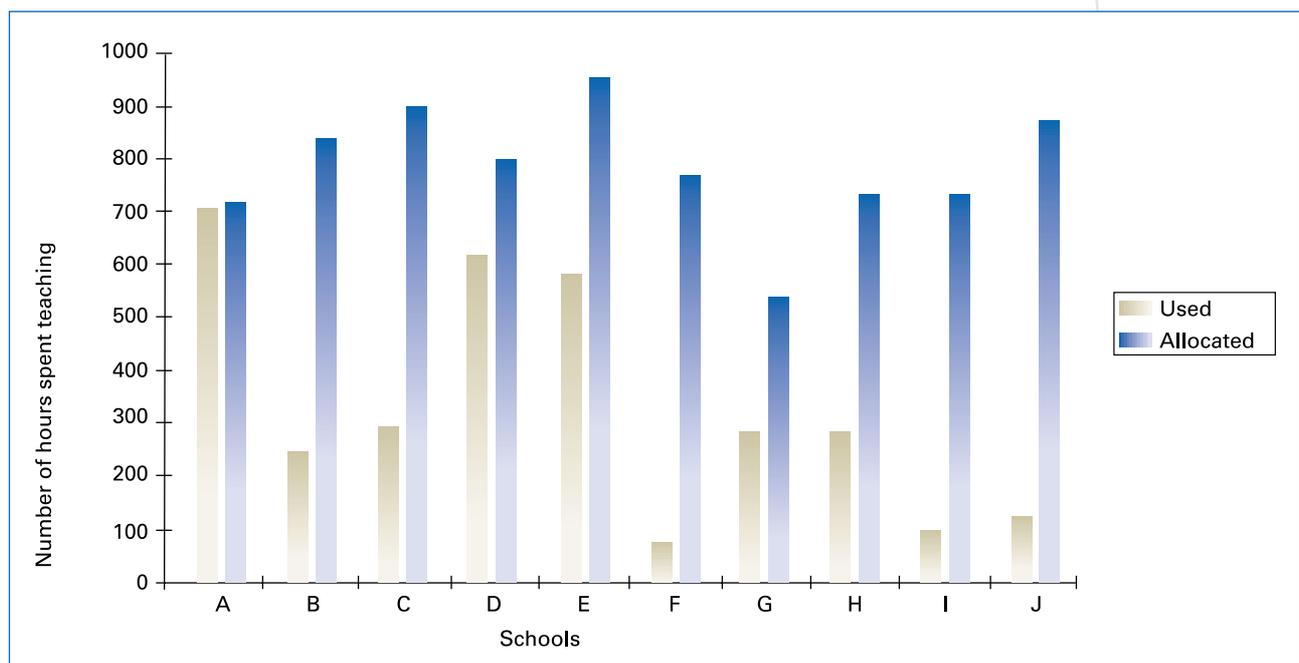
Early Childhood

Projects planned for the new year include a landscape of ECD curricula and sites; the costing of integrated social services for young children; an experimental evaluation of interventions to improve the care of sick children in health facilities; a focus on the care of young vulnerable and orphaned children and other platforms for the delivery of services to adults affected by HIV/AIDS; and a pilot of Expanded Public Works Programme activities in ECD in collaboration with the Employment, Growth and Development Initiative (EGDI).

Youth Development

Ongoing and future projects include research into gender, success and institutional culture for the Carnegie–South Africa Scholarship Programme; the feasibility of powers allocated to Section 21 schools for the Matthew Goniwe School of Leadership; the impact of violence and substance use on youth for the BTT project; and a study of youth programmes in Africa to showcase the extent and diversity of youth work on the continent.

Figure 4: Educator workload: Comparison of (timetable) allocated and actual time spent teaching (in minutes) in ten schools



The **Status of the Youth Report 2003**, commissioned by the Umsobomvu Youth Fund, demonstrated the significant gains achieved in access to education, especially for African people and women. However, two-

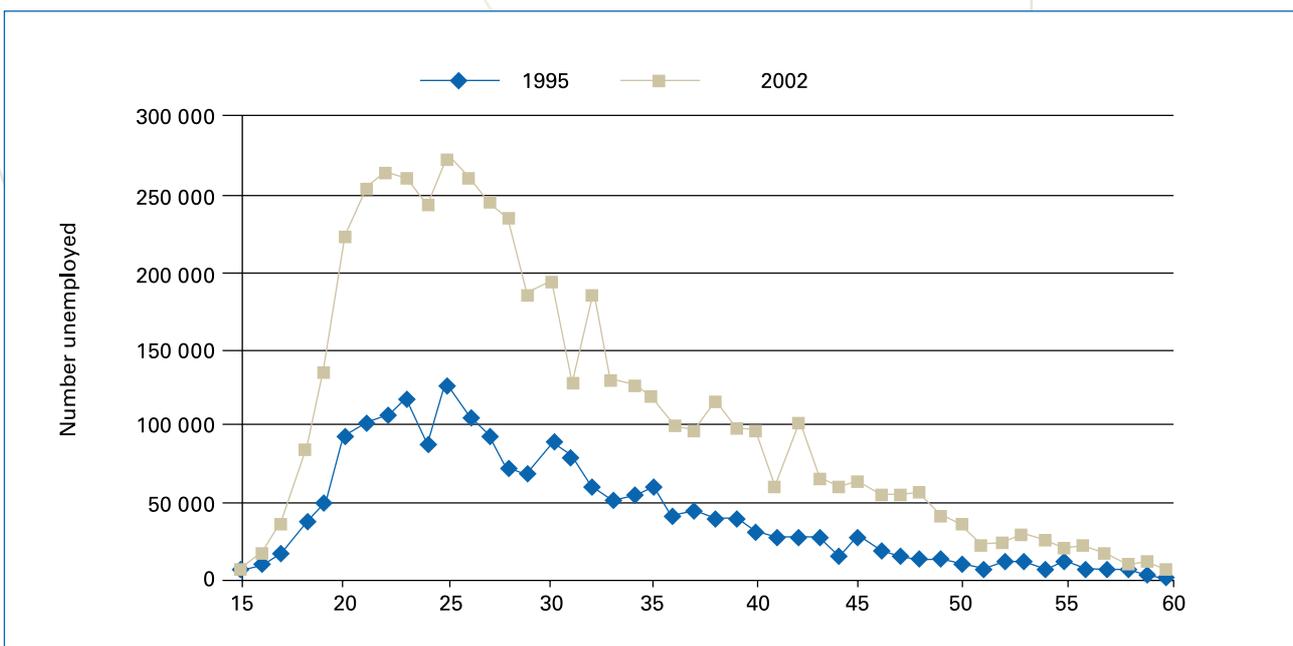
thirds of 18–35-year-olds are unemployed, young people with little education, women and rural youth being worse affected.

Table 1: Highest levels of education of youth by age and race, 1995 and 2002

Level of education	African		Coloured		Indian		White	
	1995	2002	1995	2002	1995	2002	1995	2002
No education								
18–24 years	4.2	1.5	2.2	0.9	0.4	0.3	0.2	0.1
25–35 years	8.0	4.8	4.1	3.8	0.8	0.4	0.2	-
Primary								
18–24 years	21.6	15.8	19.1	18.8	2.2	1.4	0.5	0.9
25–35 years	29.1	21.8	27.8	27.9	5.1	1.9	0.3	0.3
Incomplete secondary								
18–24 years	56.3	55.0	50.1	45.2	31.9	18.5	23.6	19.0
25–35 years	38.6	38.1	45.6	37.4	42.0	22.7	23.8	15.6
Matric								
18–24 years	15.7	23.9	25.5	31.1	57.3	69.1	59.0	61.0
25–35 years	17.2	25.3	17.1	22.7	39.5	53.6	44.4	44.5
Tertiary								
18–24 years	2.2	3.8	3.3	4.0	8.3	10.7	16.0	19.0
25–35 years	7.1	10.0	5.4	8.2	12.5	21.2	31.5	39.7

Source: Calculated from Stats SAs OHS, 1995 and LFS, February 2002

Table 2: Number of unemployed by age, 1995 and 2002



Family Studies

Peer-reviewed papers on the Ghanaian and South African pilot studies are being prepared and work with the Economic Commission for Africa is continuing in preparation for a pilot study on traditional leadership by August 2006. A research project on men, masculinities and fatherhood is being prepared in collaboration with colleagues at Vanderbilt University in Nashville, Tennessee, and data are being collected on young fatherhood among second-generation participants in the BTT project.

HIV/AIDS

Projects planned for the new year include examining parental influences on strengthening the adult protective shield. Specific attention is to be focused on father-son relationships, with particular attention being given to the socialisation of young boys by their fathers with regard to risky sexual behaviour. The use of media as an intervention in influencing risky sexual behaviour among adolescents is another area of investigation.

Social Inclusion

Two major projects are continuing into the 2006/07 period. The first is the measurement of disability through a project for Stats SA that aims to test questions on disability proposed for the Census 2011. The second is on the employment of disabled people and the best strategies for skills development that lead to effective employment within the open labour market. This project is funded by the ILO as part of a four-country study in southern Africa. The outcomes will be used for assisting countries to develop appropriate policies in the area of skills development for disabled people.

Monitoring and Evaluation

The BTT data set will be used to examine how exposure to violence during childhood affects outcomes in the teen years. The Parliamentary grant will support a project to provide government and other stakeholders with information on good practices for ECD budgeting aimed at services for young children. The figure below shows the data pathways and points to the challenges of

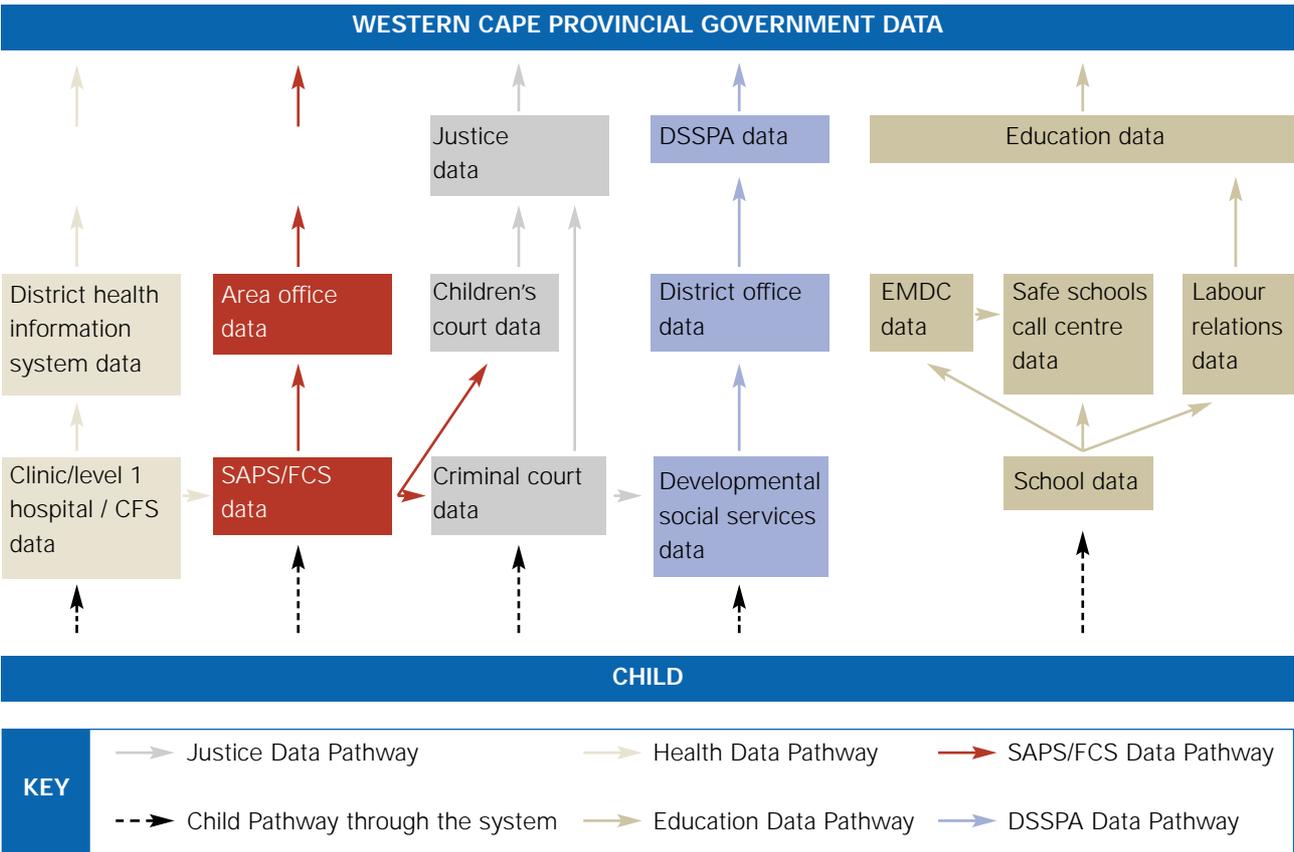
Data collection in Burundi to evaluate a Scouts leadership training project to be implemented in six African countries.



building integrated information for children in the child protection system. As is evident, there is minimal integration across sectors. This hampers estimates of numbers of affected children and reduces the efficiency of service provision. The figure is based on findings from

a report on child protection information systems and indicators commissioned by the Western Cape Provincial Government.

Table 3: Western Cape information flow chart for child protection services (HEALTH, SAPS, JUSTICE, DSSPA AND EDUCATION)



Wide variations in pubertal development in 15-year-old teens in the Birth to Twenty study, born within weeks of one another in Soweto, Johannesburg, in 1990.

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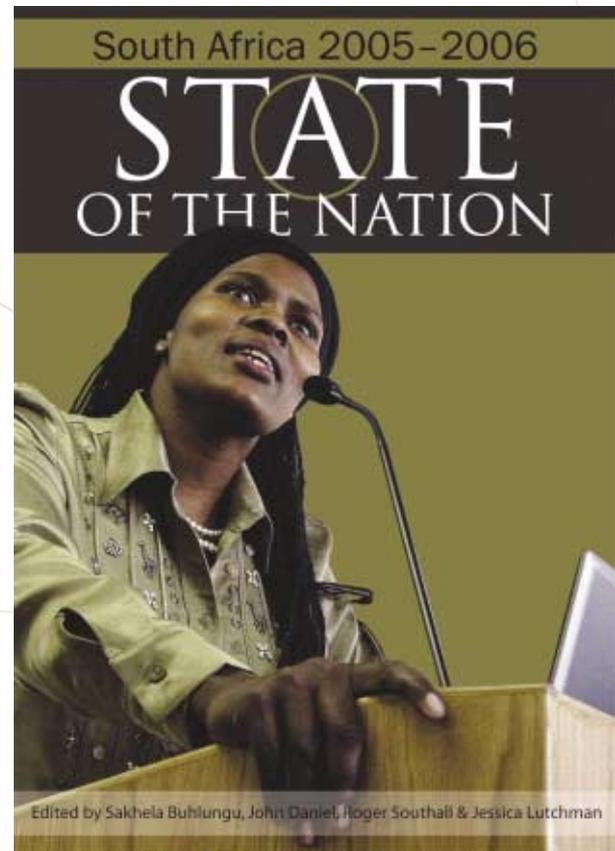


DEMOCRACY AND GOVERNANCE

The Democracy and Governance (D&G) research programme evaluates the legislation, policies and administration of the government in terms of its ability to reduce inequality and poverty. It also explores public institutions in their relation to the political economy as a way of understanding what obstructs or contributes to democratic consolidation in South Africa. The research model is informed by the idea that good policy and political debate are dependent on high-quality research, including research that is theoretical and historical. This speaks to the nature of the State, and the South African State in particular. It poses questions such as: How does the government understand the form of the State and its capacity to effect change? How does this correspond with the way the State is understood by other political and social actors? And are we in a position to say something about the South African State as it really is?

D&G's research interests, as with those of the HSRC as a whole, are driven by a normative commitment to the values of the South African constitution: citizenship, democratic ethical standards in public life, equality (in terms of race, gender and class) and overcoming the apartheid legacy. As such, it seeks to measure the practice of the State and private bodies against these standards, as well as to deepen public and academic discussion about the conditions of democracy under the current local and global constraints.

The programme has a team of researchers spread between Pretoria, Cape Town and Durban. Half the research staff holds a PhD degree. Representation of



black staff stood at 58% during much of 2005. The diverse composition of the programme – which includes sociologists, political scientists, experts in public administration, historians and those with a theoretical training in political philosophy – gives the unit a strong multi-disciplinary character.

The research programme is well positioned to tackle research in its key focus areas in a way that relates them to broader questions of the State: the substance of the social fabric; processes of democracy and governance; electoral systems; regional stability and conflict; South Africa in Africa – regional and continental foreign affairs; policy analysis, human rights, identity, race and class; civil society and democratisation; local government and service delivery; and public administration and management. Indeed, it is the character of the State, both as a constellation of institutions and as a form of society that gives to the programme its unity of purpose.

Current and completed projects

D&G published one book, 14 chapters in books, 20 refereed articles, 5 reports and 6 book reviews in 2005/06. This translates into a publication per researcher of approximately 3.3 per year, and a journal article rate of 1.4 per person per year. The publication profile of D&G has broadened to include every research member of staff in 2005/06.

Research reports and books included the following:

A report, A review of ten years of local government, by Ivor Chipkin and John Mafunisa, was submitted to the Department of Provincial and Local Government (DPLG) in October 2005.

The final draft technical report of the Metagora project was submitted in October 2005. The purpose of the project was to design a survey methodology to measure the realisation of democracy and human rights in the context of South Africa's land reform process. It forms part of a larger international initiative of the European Union (EU), called Measuring democracy, human rights and governance, or Metagora.

The draft report on Parliamentary oversight and organs of state, by Maxine Reitzes, Vino Naidoo, John Mafunisa, Diana Sanchez, Jessica Lutchman, Tony Modise, Sello Mukhara and Karthy Govender has been completed.

Bongani Ngqulunga and Ivor Chipkin have finished a report for the Presidency on the impact of macro-economic policy on the social fabric of our society.

The third *State of the Nation*, co-edited by Jessica Lutchman, has been released. A series of launch workshops were held in Johannesburg, Cape Town, Stellenbosch, Port Elizabeth and Durban.

The Kopanong commonage project, led by Ivor Chipkin, has begun with a series of stakeholder meetings.

An exploratory study into future co-operation in the governance sector between South Africa and the European Union was completed for the European Commission (EC) and the National Treasury.

Impact of research

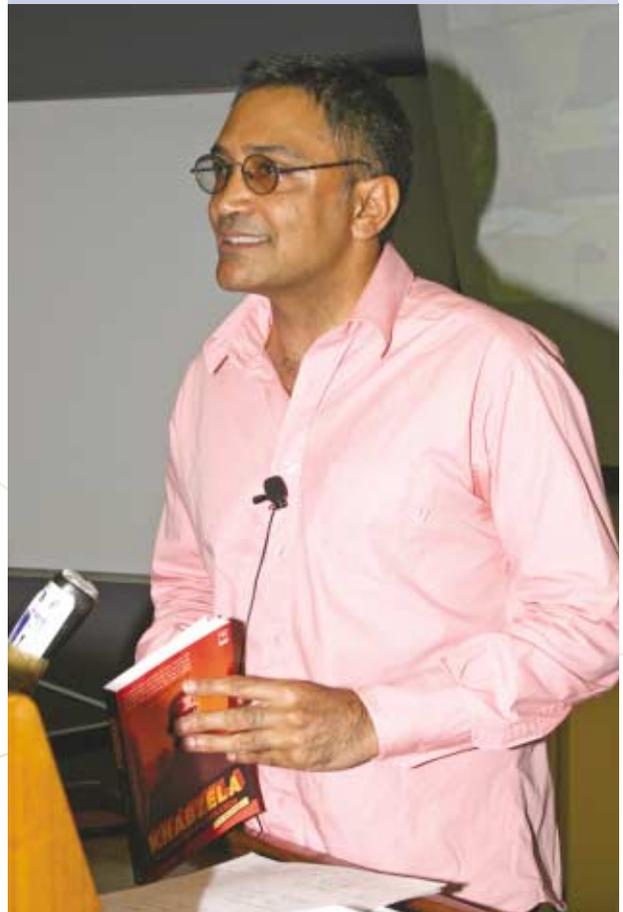
D&G's document on the governance sector for the EC will strongly inform discussion about how and where EU development assistance will be spent.

The paper for the Presidency on the state of the South African social fabric was used by President Thabo Mbeki during the "State of the Nation" debate.

Work is continuing on the Race and Redress project, with preliminary reports due for August 2006.

D&G, together with the French Institute of South Africa, will host an international symposium on "cosmopolitanism" later in 2006. At this symposium, delegates from India and Brazil will come together to discuss how social cohesion is possible under conditions of diversity.

Zackie Achmat, founder and chair of the Treatment Action Campaign, the AIDS activist group, speaks at the Human Rights Lecture Seminar Series in collaboration with the Foundation for Human Rights. The series is sponsored by the European Union.



The project on rural women's rights is at an advanced stage, with fieldwork almost completed.

Future developments

Formal agreements between D&G and other African partners are almost in place so that the "South Africa in Africa" focus area can commence.

D&G's partnership with the Council on Higher Education has also been established, so the project funded by the DST and the Ford Foundation on strategies to overcome the structural and institutional obstacles to research productivity can now formally begin.

D&G has submitted proposals to the National Development Agency to help it develop a poverty alleviation strategy. We have also received the go-ahead, in principle, from the Independent Development Trust to consider the state of service delivery and local

governance in selected rural municipalities in the KwaZulu-Natal and Eastern Cape provinces.

In addition, the programme is in conversation with the Presidency and several other actors, including the University of Bergen, to do further research on the social fabric and the state of social capital and social cohesion in South Africa.

Finally, D&G is awaiting final approval to assist the DPSA in developing a concept document jointly with the universities on how to realise, manage and organise a revolving door/sabbatical leave policy.

Professor Adam Habib

Executive Director

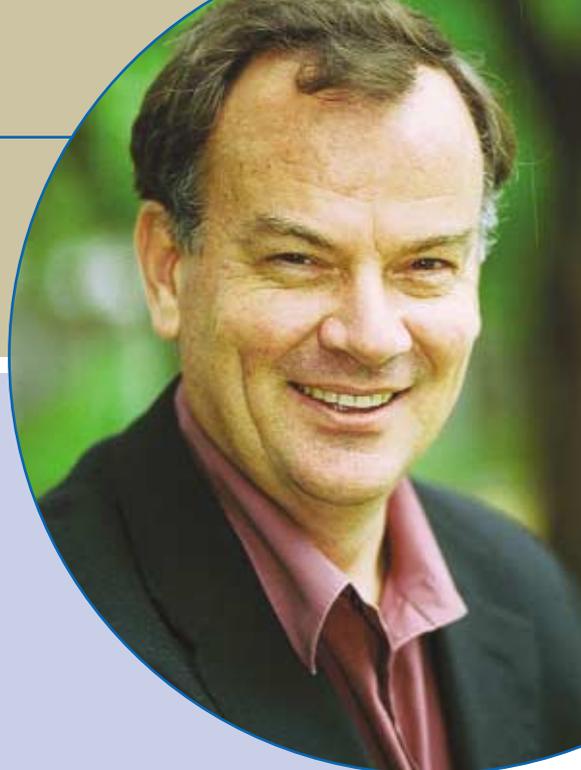
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South African Parliament in session



EDUCATION, SCIENCE AND SKILLS DEVELOPMENT



'A continued emphasis in all of our work on HRD is the importance of intermediate skills (post-school but pre-degree qualifications targeted at occupations such as artisans, technicians and accounting clerks). This emphasis has had a major impact on government policy-speak.'

Education, Science and Skills Development (ESSD) is one of the newest and largest research programmes at the HSRC. It was established in September 2005 through the merger of three former HSRC research programmes: Human Resources Development; Assessment Technology and Education Evaluation; and Employment and Economic Policy Research. The restructuring was motivated by the need to promote a more coherent programme of interdisciplinary study. It has produced an organisational entity capable of exploring the full gamut of demand and supply factors underpinning education and training in South Africa. ESSD's focus is wide, spanning three major research fields: the "education system", the "national system of innovation" and "the world of work".

The distinctive contribution of ESSD is to research issues at the education, work and innovation system interface (in the shaded area) and to produce comprehensive, integrated and holistic analyses of the pathways of learners and workers within and between these systems. The key research themes within ESSD are:

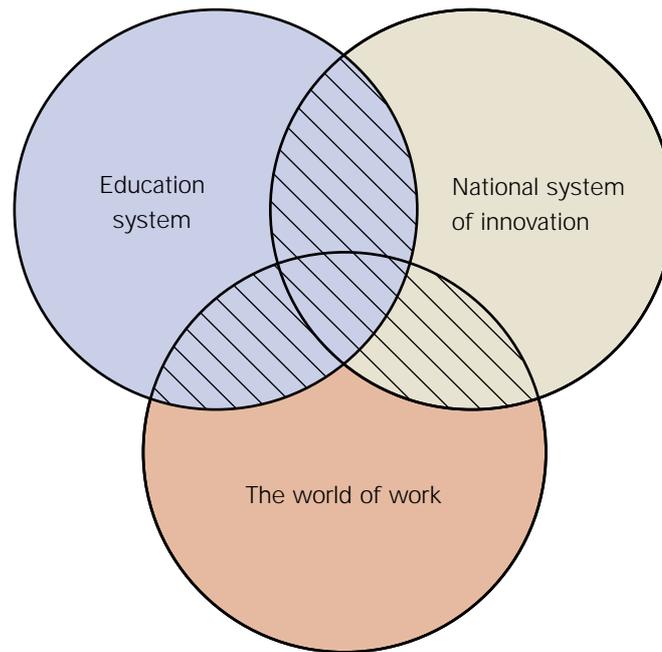
- literacy and language development;
- mathematics and science education;
- curriculum studies and assessment;
- further and higher education;
- the world of work;
- national system of innovation;
- HRD studies (HRD is understood as a cross-sectoral domain); and

- educational and labour market research methodologies.

Current and recently completed projects

Together with four other organisations (the Centre for Education Policy Studies, the South African Institute for Distance Education, the Education Foundation Trust, and the Centre for Evaluation and Assessment at the University of Pretoria) ESSD is participating, in a programme of research and development into teacher education in South Africa. The three-year programme is being funded by the Royal Netherlands Embassy. The HSRC is responsible for nine of the 20 projects in the programme, five of which are concerned with teacher supply and demand, two with novice teachers, one with teacher education and institutional change in South Africa, and one with teacher education and the recognition of prior learning.

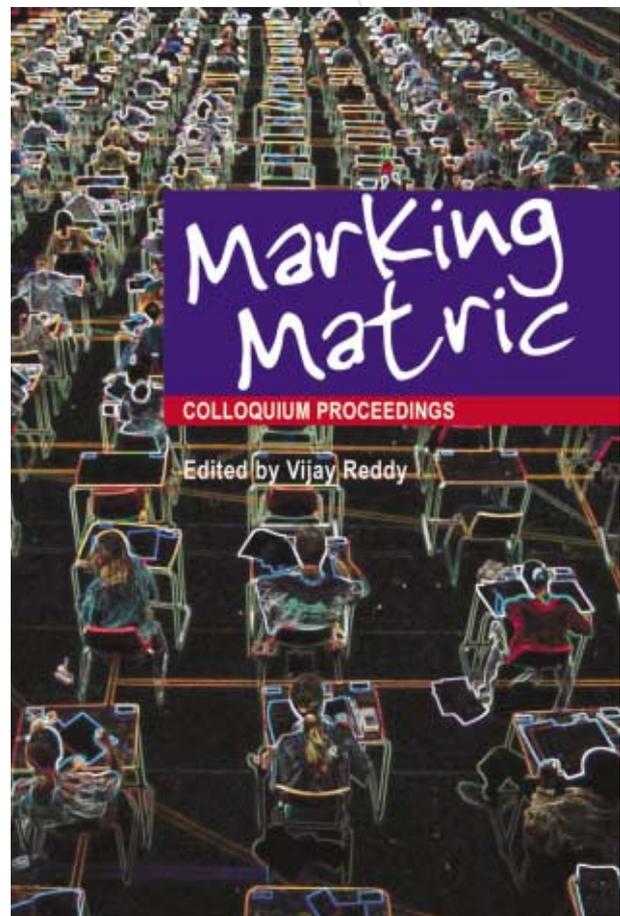
In 2005/06 the HSRC completed the last phase of the three-year evaluation of the Molteno Project. The research was carried out in schools within the Thabo Mofutsanyana district of the Free State Department of Education. Unlike Phase 1, which focused on the implementation of the Molteno Project's *Breakthrough to Sesotho* literacy programme in Grade 1, the Phase 2 looks at the implementation of the service provider's English literacy programme of *Bridge to English* in Grade 2, following the same learner cohort.



The impetus for developing a human development policy (HDP) for the City of Tshwane arose from the need to give effect to the City Development Strategy (CDS) and the city's vision as it relates to human development. The City of Tshwane contracted the HSRC to develop an HDP for it. This policy was designed to provide a framework in which a common approach could be used to implement the human development commitments made by the various departments in the form of different strategies, plans, programmes or projects. The policy is complementary to the CDS, the IDP and sectoral/departmental policies, strategies, plans, programmes and projects.

Skills development strategies (SDS) for inclusive and productive cities: The availability of a skilled labour force, including research capacity and entrepreneurship, is central to the economic development of nations and cities. However, most local governments in South Africa, including the cities of the South African Cities Network (SACN), have until now paid little attention to the potential contribution of SDS to their development programmes. It is against this background that the Productive Cities Reference Group of the SACN initiated a programme to assist member cities to develop and implement SDS. The SACN has commissioned the HSRC to write a toolkit that will assist the cities to prepare SDS as part of their local economic development programmes.

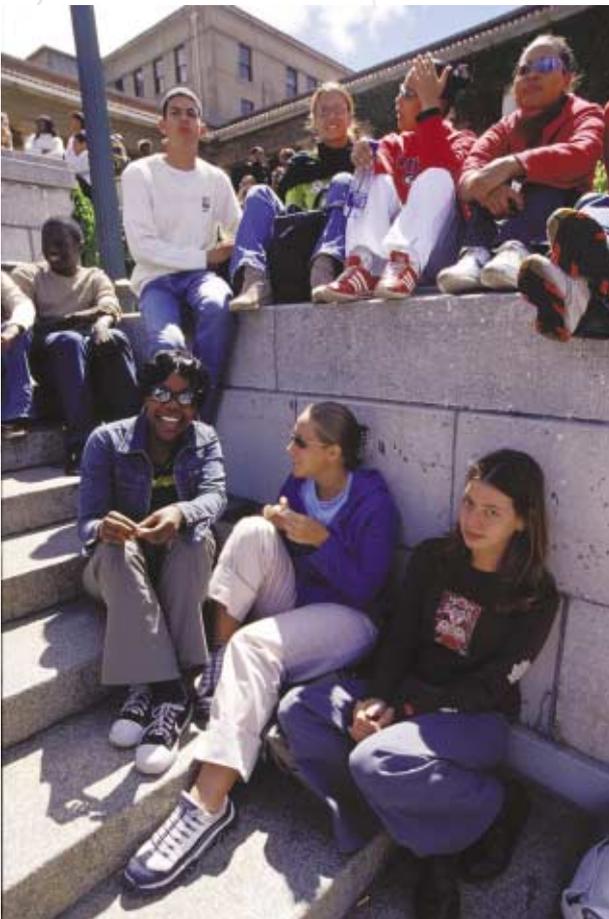
Research reports were prepared for the Department of Trade and Industry (DTI) and the Swedish International Development Agency (Sida) on the impact of HIV/AIDS on economic sectors as part of an ongoing investigation



into aspects of the epidemic. The DTI report provided the department with an overview of the literature on the effect of HIV/AIDS on key economic sectors, small and medium enterprises, and supply chain activity.

The HSRC conducted an in-depth investigation into wages and conditions of employment of vulnerable employees in the hospitality sector on behalf of the Employment Standards Directorate of the Department of Labour (DoL). The Minister of Labour has presented some of the research findings in Parliament. It is expected that, after a review, the Minister will gazette the research report and public hearings will be conducted among business and labour. A new and updated sectoral determination on minimum standards in the hospitality sector will be legislated in the hospitality sector.

The Department of Education (DoE) commissioned the HSRC to participate in the systemic evaluation of Grade 6 learners study. About 16 000 learners from all nine provinces took part in the study. This resulted in a national report on the performance standards achieved in our



education system. This report and the associated interactions with staff from the relevant directorate in the national office of the DoE enabled the project team to make valuable inputs about current learner performance levels and patterns, and some of the factors contributing to them.

ESSD completed a study on graduate outputs for agricultural qualifications in SAQA-accredited higher education institutions over a ten-year period, commissioned by the Department of Agriculture. This research report on agricultural graduate outputs would assist in accelerating appropriate human capital development in agriculture and address the problem of co-existing shortages of skilled agricultural workers with unemployed agricultural graduates. The project examined various factors relating to the output of graduates in the agricultural field from higher and further education and training institutions and their employment in the labour market.

ESSD conducted research to assess the levels of South African expertise and capacity in the field of astronomy as evidence of commitment from the South African Government to support growth in the field of astronomy, as well as willingness to harness resources to support “big science” projects. The HSRC project report is intended to form a body of evidence that could support the South African bid to host the Square Kilometre Array (SKA), which is a radio-astronomy mega-project worth approximately US\$2 billion.

In January 2005 the Gauteng DoE commissioned ESSD to produce an educational and economic profile of Gauteng Province which would assist in the development of an integrated HRD strategy for the province. The HSRC research findings were subsequently used as the key inputs in the production of a provincial HRD strategy in July 2005.

A report on Human resources for a productive national system of innovation for the National Advisory Council on Innovation (NACI) outlines how the contribution of human resources to the national system of innovation (NSI) might be better understood and how information about human capital might be employed for policy purposes.



Dr Olive Shisana, HSRC President and CEO (left), and Dr M.N. Takalo, chair of the Association for Black Empowerment in Higher Education (ABEHE), have entered into a partnership on a research project to address the high failure rate of black South African students in higher education.

A report for DST on Knowledge intensification in resource-based economies: Technological learning and industrial policy, explores whether the resource intensity characterising South Africa and a number of Latin American economies necessarily holds growth back; whether it is possible to reconcile resource intensity with the knowledge economy; and which lessons theory and history hold for economic policy in resource-based economies. The study involved colleagues from the University of the Witwatersrand, Tshwane University of Technology and Mintek, as well as overseas partners from Argentina, Brazil, Italy and Peru.

Impact of research

- The *HRD Review 2003* has generated an extremely positive reaction from users ranging from requests for additional copies from the Presidency to requests for specific data from the Treasury, to the Higher Education Task Team set up by the President in March 2005 to advise on critical issues in the sector.
- A continued emphasis in all of our work on human

resources development (HRD) is the importance of intermediate skills (post-school but pre-degree qualifications targeted at occupations such as artisans, technicians and accounting clerks). This emphasis has had a major impact on government policy-speak. In the past this message was absent, being overshadowed by the larger emphasis on high-skill shortages.

- ESSD research has also cautioned the City of Johannesburg about the risks entailed in starting a brand new “Foundation College” aimed at improving the results of Grade 12 learners with the potential of progressing to university study. Our advice has been that they should join hands with academic support initiatives already in place at the two universities in Johannesburg. Such initiatives are themselves struggling to generate sufficient resources to remain viable and would benefit from City support.
- The HSRC has contributed to a recent stocktaking report on language education in Africa, commissioned by UNESCO Institute for Education and the Association for the

Development of Education in Africa (ADEA). The report, *Optimizing learning and education in Africa – The language factor*. A stock-taking research on mother tongue and bilingual education in sub-Saharan Africa, has received prominent attention, including that at the meeting of Ministers of Education in Africa in Gabon, in March 2006.

- Following the recommendations of the Western Cape Micro-Economic Development Strategy (MEDS) synthesis report, the Western Cape Provincial Government selected call centres and business process outsourcing as an activity with considerable untapped potential for job creation and growth in the province, and committed funding in support of the “Calling the Cape Sector Association”.
- The recommendations from the DST-commissioned study on *An evaluation of the usefulness of different types of supplementary tuition programmes* was incorporated into the DST’s Science and Youth Strategy document. The DST has sought funding to implement the recommendations of the study.

Future developments

ESSD has several new projects starting during the current year and funded by the Parliamentary grant.

The Learning and innovation in Brazil, India and South Africa project aims to analyse how health systems in three advanced latecomer countries – Brazil, India and South Africa – have been responding to three different types of disease, namely malaria, HIV/AIDS and intestinal helminths. It employs an innovation systems perspective to understanding how knowledge about these diseases is generated or absorbed, how and with what effect the various private- and public-sector actors involved in disease prevention, control and treatment relate to one another, and how and by whom or what these interactions are governed.

A project on Assessment practices in South African schools intends to produce findings and stimulate debate about the role, value and implementation practices related to assessment in South African schools (with special emphasis on recording and reporting) in view of the

reforms and developments of the previous ten to 12 years.

The Language acquisition and curriculum requirements project aims to establish the first and second language learning levels of learners and compare these with the language development levels expected of learners per grade in the South African school system. This project will engage with related research in SADC and sub-Saharan countries.

Higher education and regional innovation: An exploratory study of the literatures aims to develop a framework for studying higher education–industry partnerships in relation to regional and local innovation systems and economic contexts in latecomer and developing countries. The study will be used to lay the groundwork for pursuing international collaboration and funding.

A project on Institutional differentiation at the further–higher education interface in South Africa returns to the key policy question of institutional differentiation in the further education and training (FET) college and higher education (HE) sectors. It will do so, first, by highlighting the deficiencies in the policy debate on institutional differentiation in the period 1996–2004. A second purpose will be to shift the debate on differentiation from the supply-side of educational provision to the demand-side. This project will draw attention to key issues arising out of the broader political and economic policy realignment currently taking place under the leadership of President Mbeki. These include: the renewed emphasis on industrial policy; building a competitive export sector; and creating the scientific knowledge base required to achieve this.

A third theoretical focus that will inform this study is the question of the articulation of the FET college system with the HE system and the related development of intermediate skills. Usually the characteristics of these two systems are studied in separate silos; however, this project will focus the analytical lens on them jointly.

The Grade 12 learner destination tracer study will be a sequel to the Grade 12 learner aspiration project conducted in 2005/06, which was a baseline survey of 20 600 Grade 12 learners nationally. Tracer studies aim to

obtain a clear picture of the factors influencing student enrolment in teacher education programmes and should be conducted at least over a three-year period to gain enough information.

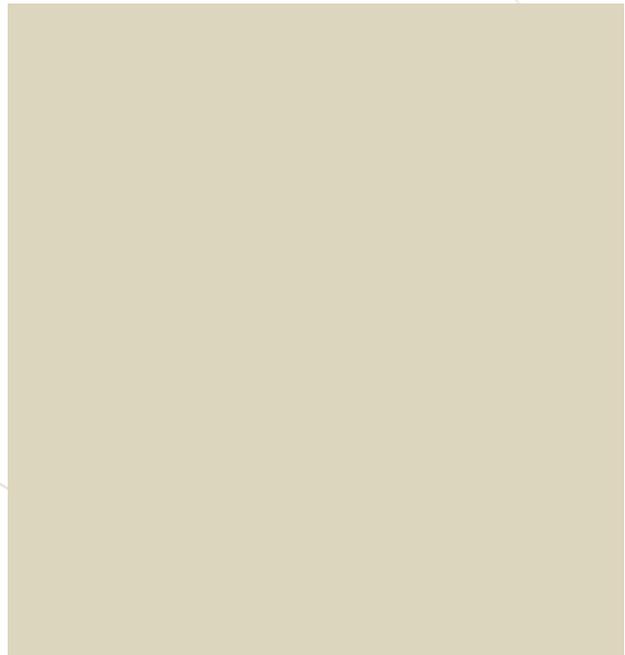
The HSRC will conduct a study, Portraits of foundation phase classrooms in KwaZulu-Natal, in partnership with the KwaZulu-Natal DoE, documenting classroom practices in the early years of schooling and analysing them to determine the extent to which they facilitate cognitive development.

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From left to right: Dr M.N. Takalo, chair of ABEHE; Professor Sibusiso Bengu, board member of ABEHE; Mr Moeketsi Letseka, project leader, HSRC; Dr Olive Shisana, HSRC President and CEO; Professor N. Morgan, Vice-chair, ABEHE; Dr Andre Kraak, ESSD, HSRC; Professor G.M. Nkonde, spokesperson, ABEHE; Professor Brian Figaji, former Vice-chancellor of the Peninsula Technikon; Mr Michael Cosser, ESSD, HSRC.



SOCIAL ASPECTS OF HIV/AIDS AND HEALTH



The Social Aspects of HIV/AIDS and Health (SAHA) research programme conducts research into the social determinants of HIV/AIDS and public health in general. This research goes beyond medical interventions and strives to address health problems at the social and population levels.

SAHA strives to undertake cutting-edge, scientifically sound and innovative research that contributes to public policy formulation and programme development in order to improve service delivery.

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

Locally and internationally, SAHA has several key research partners and funders, and extensive networks. Increasingly, our work and policy impact are being recognised by the South African Government and other stakeholders, but recognition is also coming from southern Africa, Africa and in other parts of the world.

The major thematic research areas are:

- Behavioural and social aspects of HIV/AIDS aims to understand the social and behavioural factors that drive the HIV/AIDS epidemic in South Africa and in other African countries as part of the SAHARA initiative. This includes key socio-cultural, political, economic and demographic determinants of vulnerability to HIV infection, risky behaviour and factors influencing care and mitigating the impact of HIV/AIDS.
- Epidemiology, strategic research and health policy research undertakes applied epidemiological research that is policy-relevant and focuses on the development of strategic research concepts and operations that address the needs and challenges facing South Africa and other African partner countries.



Commissioned by the Nelson Mandela Foundation (NMF) and conducted by the HSRC in partnership with the Medical Research Council and the Centre for AIDS Development, Research and Evaluation (CADRE), the 2005 South African national household survey on HIV prevalence, incidence, behaviour and communication was released on 30 November 2005 to stakeholders and the media in Johannesburg. From left is Professor Thomas Rehle, co-principal investigator of the report, HSRC; Dr Olive Shisana, principal investigator; Mr John Samuel, CEO of the NMF; Dr Warren Parker, director of CADRE.

- Health system research focuses on evidence-based health care provision, including the evaluation of national health policy interventions, access to health services, indigenous health practices and health systems transformation.
- Demography focuses on research in reproductive health (with emphasis on sexual and reproductive rights and health (including fertility), and maternal health); nuptiality and mortality (with an emphasis on marriage, divorce, widowhood, childhood and adult mortality). It also carries out population projections and models the demographic impact of HIV/AIDS.

Examples of current and completed research

Major research studies completed during 2005/06 include the following:

- South African national HIV prevalence, HIV incidence, behavioural risks and communication survey, 2005, commissioned by the Nelson Mandela Foundation.
- Determinants of demand and supply of educators based in schools and FET colleges, commissioned by the Education Labour Relations Council (ELRC).
- Replication of the South African HIV prevalence, behavioural risks and mass media survey, in Botswana, Lesotho, Mozambique and Swaziland.
- A controlled study of an HIV/AIDS/STI/TB intervention with traditional healers in KwaZulu-Natal, South Africa.
- Demographic studies on child rights indicators for South Africa and a quantitative analysis of trends in age-specific fertility rates in South Africa, 1995-2005.

The following projects are ongoing

The five-year study on a strategy for the care of orphans and vulnerable children (OVC) in Botswana, South Africa and Zimbabwe ends in December 2006. It is funded by the W.K. Kellogg Foundation and is the single biggest project in the SAHARA network (more information on SAHARA on pages 81-84). Its main aim is to gather and document evidence-based best practices of OVC interventions to improve the conditions of OVC in the three countries and also to reduce HIV infection in OVC. At the end of the project some "best practices" in OVC

interventions will be identified and recommended to sub-Saharan African countries for implementation.

Another five-year project, Capacity-building for research on AIDS in South Africa, is now in its third year; it aims to strengthen research infrastructure and capacity at the University of the Western Cape and the new University of Limpopo. The project also intends to develop and sustain cultural and gender-based interventions to help eliminate the stigma associated with HIV/AIDS prevention, care and support. The project further aims to develop an HIV/AIDS stigma scale as well as to develop and test anti-stigma interventions.

The USA's National Institute of Mental Health (NIMH) funds the project through Penn State University.

A new three-year project, on substance abuse and theory-based HIV risk-reduction intervention (Phaphama 1A), involves developing and piloting a 60-minute, theory-based risk-reduction intervention for individuals, first at the Spencer Road STI Clinic in Cape Town and then by means of a single three-hour, group-based intervention in Delft township in Cape Town.

Phaphama II: Theory-based HIV behavioural risk-reduction intervention is also a new project. It is a follow-up study to replicate and test whether a theory-based risk-reduction intervention known as Phaphama I, developed and piloted in 2004, could be generalised across other sites. The revised intervention is funded by the USA's NIMH through the University of Connecticut, and will be implemented at three primary health care clinics in Cape Town, Erkurhuleni and Queenstown.

A new four-year project on Masculinity and gender violence and theory-based HIV risk-reduction intervention is funded by the USA's NIMH through the University of Connecticut. It involves developing and piloting theory-based risk-reduction intervention for small groups of men in the Gugulethu and Delft townships in Cape Town.

A one-year, small-budget project will evaluate HIV and AIDS-related stigma and discrimination in the Anglican Church of southern Africa. The diocese covers six southern African countries (South Africa, Lesotho,

Swaziland, Namibia, Mozambique and Angola), and the islands of Ascension and St Helena. The research team will look at how the church and church members deal with HIV/AIDS in their parishes, and the experiences of people in the church with HIV/AIDS.

SAHA is playing a leading role in a SAHARA-led initiative on behavioural risk-reduction interventions among people living with HIV/AIDS (PLWHA) in eight sub-Saharan Africa countries. This multi-country, multi-site study involves the adaptation and piloting of two interventions developed in the USA, targeting PLWHA who are aware of their HIV-positive status. The aim is to determine the effectiveness of the interventions in reducing sexual risk behaviour in the African context. The two interventions chosen for piloting are the support group-based Healthy Relationships and the health-provider based OPTIONS for Health.

A two-year study aims to improve the implementation of a pilot to identify and address the practicalities of using Nevirapine for the prevention of mother-to-child transmission (PMTCT) in under-resourced areas in the Qaukeni Local Service Area, Eastern Cape Province. The study, completed in the 2005/06 financial year,

investigated the logistical, infrastructural and cultural constraints faced by rural women in accessing the PMTCT services and developed some innovative intervention programmes to counter those constraints. The interventions will lead to improved access to PMTCT services to HIV-positive pregnant women.

A baseline assessment and feasibility study on the European Union (EU) Partnerships for Health Programme aims to ensure more accessible, affordable, quality primary health care (PHC) for the poorest communities in five target provinces. The study will draw on lessons and recommendations from the successes and failures of the Partnerships for Health Programme, which was implemented in Gauteng, Limpopo, KwaZulu-Natal, Eastern Cape and Western Cape provinces. The intention is to improve ongoing and future PHC programmes and to develop a conceptual and operational framework to support them. Partnerships for Health is a six-year programme of the Department of Health (DoH), developed by the EU in collaboration with the South African Government and the UK's Department for International Development (DFID).

Traditional healers at a workshop on HIV/AIDS prevention, care and treatment involved 233 traditional healers, 19 nurses and 33 community health workers.



SAHA undertook an assessment of the viability of the marriages and divorces series of the health and vital statistics division of Stats SA with a view to advising Stats SA whether the series should continue. The study will also make recommendations on how the quality and content of the series could be improved.

An HIV/AIDS impact assessment study among employees in the private security and legal services industries will critically assess HIV/AIDS in the private security and legal services industries registered with the Safety and Security Sector Education and Training Authority (SASSETA). The study will include an HIV seroprevalence survey in the two sub-sectors, the nature and size of the impact, and the risks or protective environment of the workforce in these sub-sectors. The objective evaluation will enable the companies registered with SASSETA to make informed decisions on strategies and measures for effective HIV/AIDS intervention in their sub-sectors.

Impact of completed research

The analysis of the South African national HIV prevalence, HIV incidence, behavioural risks and communication survey, 2005, was presented as a late-breaker paper at the prestigious conference on retroviruses and opportunistic infections in February 2006 in Denver, USA. The 2005 survey exemplifies the implementation of the “second generation” HIV-surveillance concept on a national scale, in which behavioural surveillance and biological surveillance become integral components. The implementation of this survey concept substantially improves the ability of national programmes to meet several important objectives.

The study Determinants of demand and supply of educators based in schools and FET colleges, yielded some useful information to assist the ELRC in planning teacher supply and demand, while in neighbouring countries, to which SAHA supplied technical assistance, there was recognition of our experience and excellence in this field.

The traditional healers study made key recommendations that will affect policy. And a study on trends in age-specific fertility rates was a response to a request by the Department of Social Department (DSD) to determine

the impact of the child-support grant on fertility patterns in South Africa.

Future developments

Social exclusion and social determinants of health

SAHA has been asked to co-ordinate the Social Exclusion Knowledge Network (SEKN) for southern Africa as a part of a WHO collaborative process on social exclusion and the social determinants of health. The main co-ordinating hub is at Lancaster University. The SEKN will focus on and examine the relational processes that work to exclude particular groups of people in different contexts from engaging fully in community/social life.

Ageing survey

The HSRC will be conducting a large longitudinal study – on Global ageing and adult health (SAGE) – in South Africa as part of WHO’s multi-country survey study programme. The goals of SAGE are to promote a better understanding of the effects of ageing on well-being, to examine the health status of individuals aged 50+ years and changes, trends and patterns that occur over time, and to improve the capacity of researchers to analyse the effects of social, economic, health care and policy changes on current and future health.

Good practices regarding education sector response to HIV/AIDS in Africa

The Commonwealth Secretariat requested SAHA to co-ordinate the preparation of a background paper and workshop and write a summary report on good practices in education in Africa with respect to HIV/AIDS.

Treatment adherence support for HIV/AIDS (TASHA)

The overall goal of this multi-site study of community-based, gender-sensitive interventions in Kenya, Rwanda and South Africa is to develop and test three different community-based HIV/AIDS treatment support interventions: PLWHA support groups, community health workers and traditional healers.

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SOCIETY, CULTURE AND IDENTITY



'A community aware of its strengths, communicating freely and creatively and sharing in a common spirit and direction is unquestionably better able to forge a path toward a better life. This objective remains the overriding imperative of our democratic dispensation and the focus of our efforts at SCI.'

The Society, Culture and Identity (SCI) research programme is the intended home for humanities research in the HSRC. Though still small, SCI is rapidly building a portfolio of projects that grapple with who we are as South Africans, where we have come from and where we are going. There is now consensus among major global institutions such as the World Bank, UNESCO and others that matters of identity, culture and social capital are vital components of sustainable development. Without them, the prospects for economic growth, poverty reduction, employment and coping with critical challenges such as HIV/AIDS are much diminished. A community aware of its strengths, communicating freely and creatively and sharing in a common spirit and direction is unquestionably better able to forge a path toward a better life. This objective remains the overriding imperative of our democratic dispensation and the focus of our efforts at SCI. Our special areas of interest at SCI include identity, leadership, language, the media, culture, history, the creative arts and the history of transformation.

Current and completed research

The Media and diversity community television project aimed to assist the newly established, statutory Media Development and Diversity Agency (MDDA) with research and strategic direction as it tackles the diversification of the South African media sector, in particular local television. The project was an intensely

participative research project that included formal collaboration with two community television advocacy organisations and involved both regional and national workshops. Findings and recommendations are to be published in an imminent research monograph.

The Skills analysis in the book-publishing sector project was the result of a tender won by SCI in collaboration

Going local is lekker, but far from easy

The introduction of community television to SA will open new avenues for local audiences, but there are challenges, writes ADRIAN MALAID

The introduction of community television to South Africa will be a landmark event, not only for the country's media landscape, but also for the role of the state in the provision of public services. The introduction of community television to South Africa will be a landmark event, not only for the country's media landscape, but also for the role of the state in the provision of public services. The introduction of community television to South Africa will be a landmark event, not only for the country's media landscape, but also for the role of the state in the provision of public services.



COMMUNITY TELEVISION will be a landmark event for the country's media landscape.

The Weekend Review 29 April 2006

with the ESSD research programme. The purpose of the project was to develop a skills profile and analysis framework for the Media, Advertising, Publishing, Printing and Packaging (MAPPP) Sector Education and Training Authority (SETA). The report presented, for the first time, a comprehensive overview of the state of skills development in the book-publishing sector.

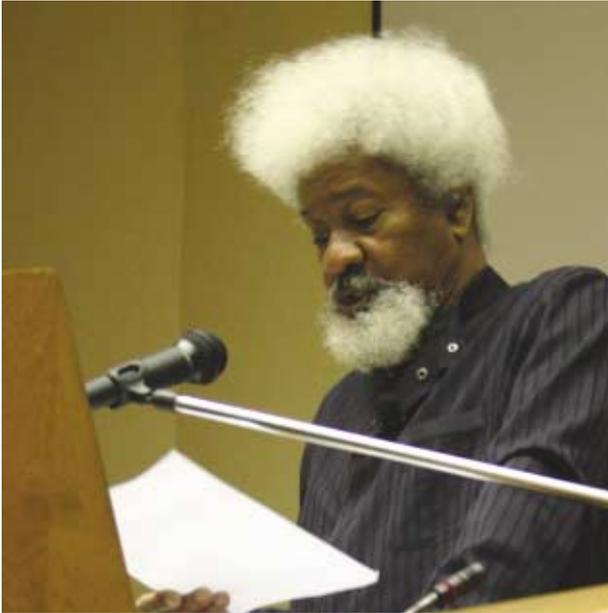
The Artists' signatures project seeks to assign value to art and to the work and contribution of artists by establishing a national database of artists' signatures. The database made it possible to maintain records of and preserve the integrity of original artwork. The project has been completed. More than 3 000 South African artists have had their signatures captured on the database, making verification, authentication and valuation both much easier and in keeping with international best practice trends for the support of the cultural industries.

The South African–Flemish community arts centre project was a partnership between the two governments aimed at optimising community arts services in South Africa. It is anticipated that the project will build capacity for the centres, have a positive impact on job creation, promote sustainable service delivery infrastructure, advance cultural and social identity development; and encourage the economic empowerment of marginalised/rural women.

The Communication studies research project's focus was on youth languages, subcultures and identities. In examining subcultural identities, it investigated how these related to local, national and global identities and the future orientation of youth in South African townships. Connections to criminal subcultures, marginalisation of certain sections of South African youth and the implications for South African society were also explored. The first phase of the research focused on township youth in the Gauteng region and examined patterns of language use among male and female youth and how both verbal and non-verbal communication index subcultural identities. Historical work on youth languages and subcultures was compared to current findings looking at local and global influences that shape youth identities, perspectives and attitudes.

Although South Africa subscribes to a comprehensive declared set of rights relating to gender equity and a social policy programme aimed at promoting equity and the protection of women, there is increasing concern that these rights and policies do not translate into effective action at a grassroots level. The Foundation for Human Rights funded a two-day conference on Gender, culture and rights: New approaches to making women's rights a reality. The conference was convened by the HSRC in collaboration with the Commission on Gender Equality and Engender health. This conference sought to:





1986 Nobel Prize winner, Wole Soyinka, on stage in Pretoria during the public lecture series on *The meaning of Mandela*, hosted by the HSRC and the Nelson Mandela Foundation.

- share new research and thinking on gender, culture, rights and masculinity with other academics, policy-makers and intervention programmes;
- discuss and develop implications of new research and theory for policy and intervention; and
- identify priority areas for research; consider new approaches to intervention, and foster collaboration among academics, policy-makers and practitioners.

It brought together national stakeholders such as academics, government and civil society to consider how gender, culture and rights could be more clearly integrated into policy and programming and implemented. A special edition of the journal *Agenda* was devoted to publishing the conference proceedings, which reflected a wide variety of views and research. The conference and publication made a significant contribution to fostering awareness and debate about prioritising gender rights in all aspects of South African life.

The Editorial independence project focused on the integrity of the media, which is vital if the Fourth Estate is to fulfil its function vis-à-vis the balance of powers in a democratic state. A crisis of skills and a loss of ethical

understanding are undermining the media's capacity to maintain the public's trust and hold the State accountable. The project evaluated the extent of the loss of integrity, in particular towards the gradual loss of editorial independence in the print media and the encroachment of paid-for content. It also served to highlight the issue for remedial action by media executives.

The distinguished lecture series on Identity, Africa and the world attempted to answer the question of who we are as South Africans. What are the defining values that inform our sense of South Africanness, and how, if at all, do we understand our African identity? The project aimed at locating South Africans within the broader discourse of the African Renaissance and the place of South Africa and Africa in the world. A series of high-profile international and local speakers addressed these important questions and stimulated broad national debate.

The Africa Genome Initiative, the objective of which is to ensure Africa is included in the benefits derived and research generated from the sequencing of the human gene, was spawned within SCI. Prior to its being spun off as an autonomous initiative, a concluding African genome conference was hosted in Nairobi, Kenya in 2005. The third in a series of annual continental get-togethers, the conference was an important forum for debate and discussion on genomic issues, in particular exploring commonalities between the natural and social sciences. In addition, the conference organisers placed special emphasis on the inclusion of emerging African scientists.

The Scientific literacy school project sought to equip educators with the necessary skills and knowledge to deal with the changes in the Natural Sciences and Biology curricula. The programme largely focused on underresourced educators, equipping them with practical ways to cope with these changes. The project included a pilot workshop of educators, a publication and support for a dedicated session on education issues at the Genome conference.

The HSRC was invited to participate in preparing the Western Cape provincial report for the African Peer Review Mechanism (APRM), a voluntary self-monitoring instrument agreed upon at NEPAD's 6th Summit of Heads of States and Government Implementation Committee by African Union member states. This report is a self-assessment statement based on research, various consultations and submissions at local and provincial levels and contains a proposed programme of action. A research team created by SCI integrated outstanding inputs into an existing draft report, and compiled and edited the final report for examination by the Premier's Office. The report was completed in accordance with the stipulations of the Base Document of the APRM endorsed by the African Union.

Impact of research

SCI's research project on community television involved a significant element of community outreach. Local television advocacy organisations in both Cape Town and Durban were enrolled as partners in the design and focus of the research while regional, sectoral and national workshops were hosted to present findings and draft recommendations. A wide range of community organisations, from sports clubs and trade unions to church groups, took part in the workshops.

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URBAN, RURAL AND ECONOMIC DEVELOPMENT



The Urban, Rural and Economic Development (URED) research programme is a multi-disciplinary research programme at the HSRC whose primary objective is to promote integrated urban and rural development in South and southern Africa, and across the continent, through:

- problem-oriented research;
- monitoring and evaluation; and
- user-driven policy (derived from rigorous research).

Poverty reduction is the unifying overarching theme and purpose of URED's work. The programme's objectives, orientation and activities are designed specifically to address key national, regional and Africa-wide development challenges and policy priorities. It does so by bringing together the HSRC's capabilities in urban renewal, rural and regional development, and economic

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

URED's research coalesces around four sub-programmes: urban change, city strategies and migration; poverty and rural development; infrastructure and service delivery; and human development, environment and tourism.

Current and recently completed research

What follows is a selection of some of the projects URED completed during the 2005/06 financial year:

Girls struggling to dig a new hole to source cleaner water at Malokela.



The study of Patterns of migration in Gauteng and the relation to poverty pockets – areas where the worst poverty is concentrated – looked at the characteristics and dynamics of settlements in Gauteng Province. The report, commissioned by the Gauteng Intersectoral Development Unit (GIDU), received wide publicity.

A review of Johannesburg's city strategies and systems developed population projections for Johannesburg, taking into account natural increase and migration. The study considered available data and change factors at a household level. The report produced is entitled Understanding the city's demographic future: Towards modelling the evidence on population and household growth.

The International Labour Organisation is funding research into the worst conditions of child labour in southern Africa as part of a project on the Elimination of child labour. The research aims to provide the basis for prioritising water projects where there is a high incidence of children collecting water.

An ongoing municipal service project, revisiting the cholera epidemic of 2000–2001 in KwaZulu-Natal rural communities and into adjacent provinces, found that

households storing water were particularly vulnerable; that domestic purification of water has been discontinued; and that those households affected by cholera tend to have infants suffering from diarrhoea.

A study on a South African index of multiple deprivation sought to improve the available information on social deprivation at a sub-national level and to identify accurately the areas of greatest need. Various statistical techniques were applied to available secondary data and have yielded data sets and maps to identify relative levels of deprivation down to the level of wards. It provides an invaluable tool to assist government departments undertake better geographical targeting of poverty-reduction measures.

A study on Democracy and human rights in the context of rural land reform in South Africa sought to understand people's needs, aspirations and attitudes in relation to land and land reform. The study provided the first rigorous estimates of land demand, albeit for only a part of the country, but, importantly, it has provided a wealth of detail on the nature of land demand, levels of awareness and ignorance of land reform, and the role of land reform in national reconciliation.



Young lives, a study conducted by a research consortium of academics in the UK and South Africa, aimed to establish a replicable mechanism for collecting high-quality longitudinal data about children growing up in poverty in a range of developing countries.

A selection of ongoing projects includes the following:

The South African Cities Network (SACN) produced its first State of the Cities report in 2004. It is an important statement of the challenges facing nine major South African cities and contains a statistical almanac with a wide range of data concerning the cities. The report is currently being written and the HSRC has been asked to update the statistical almanac and to provide an analysis of city performance and trends in terms of these indicators.

The hosting of the FIFA World Cup by South Africa in 2010 presents the country with a unique opportunity to give impetus to urban development. The 2010 Soccer World Cup project tracks and assesses the urban development impacts in the period leading up to the 2010 event, during the event itself and in the post-event "legacy" period.

Water delivery in South Africa is passing through a crucial phase. Two parallel processes are involved in providing access to clean drinking water to the rural poor: services

From left to right: HSRC intern Mthembeni Mthabela; Musa Mthibela, doctoral student at the University of KwaZulu-Natal; councillor Gloria Borman; and resident Bangano Ngcobo assess dirty water spilling across the road at Cato Crest, outside Durban, for a project on water quality led by Dr David Hemson.



are rapidly being transferred to rural local government; and this change is going hand in hand with the provision of free basic water. Both processes mark major changes in rural service delivery. Means and measure of sustainability in communities intends to undertake an intensive evaluation of community projects in KwaZulu-Natal and to create an evaluation tool that can be tested in the field in a number of provinces.

A poverty-reduction project on essential oils aims to assess the status, impact and sustainability of a selection of ten projects primarily comprising DST-funded essential-oils projects and a handful of other projects. The project will also determine whether the model of investment towards poverty reduction is working, and make recommendations on achieving greater impact and sustainability.

A study on the role of indigenous knowledge in reducing poverty in rural agrarian households explores the ways in which local people use their indigenous knowledge to ensure their continued survival. This study looks specifically at how a group of agrarian households in a rural community uses indigenous/local knowledge to combat poverty, especially in situations of food insecurity.

A study on homelessness aims to tackle a broad range of topics. These will include, among others, the context of homelessness and the homeless; policy perceptions and appropriate interventions; human rights; the macro-economic and employment context; factors leading to initial marginalisation and later exclusion from the housed population; factors which entrench exclusion; and methods by which homeless people support themselves.

A study on city, space and poverty will look at what can be done to relieve the consequences of spatial apartheid by bringing the poor fully into city economic life. Critical areas for comprehensive, effective spatial-poverty policy for the cities include migration trends, prevailing settlement systems and the informal land market, property development trends, travel patterns, distances, and costs to households.

The study, socio-spatial polarisation in the cities of sub-Saharan Africa, aims to identify new forms of urban governance and public-policy intervention necessary for reversing the current trend towards rapid urban growth that has outstripped public capacities to provide basic infrastructure services and promote coherent urban development in most Southern African Development Community (SADC) countries.

A recently completed survey of 3 000 respondents provides benchmark indicators on public attitudes towards the 2010 World Cup which will be repeated annually until the time of the event. This will enable changing attitudes to be analysed, providing policy-makers and practitioners alike with decisive planning information in the run-up to the event. The HSRC's World Cup project extends beyond the annual survey, with a bi-annual digest assessing the state of development interventions ahead of the event, a special journal issue, and a "flagship" book to be published in 2008 among the anticipated outputs.

As a result of the huge interest generated by the first wave of the public attitudes survey, the HSRC has been invited by the government, through its Government Communication and Information System (GCIS), to sit on the National Communication Team for the 2010 Soccer World Cup. At a recent meeting called by GCIS, the HSRC's programme of 2010 research activities was strongly supported and endorsed, with particular emphasis being placed on the amount of public-purpose research already conducted by the HSRC since the announcement of South Africa as host country on 15 May 2004.

Partnerships have also been forged with the SACN and the Centre for Urban and Built Environment Studies (CUBES) at the University of the Witwatersrand. A two-day international symposium will be held with CUBES and the Wits Institute for Social and Economic Research (WISER) in September 2006 as part of an ongoing dialogue on the meaning of hosting the 2010 Soccer World Cup.

Impact of research

In many areas, the impact of research is still to become evident, as completed research is only beginning to feed

into policy debates. Research into poverty and migration in Gauteng, for instance, has had a significant impact on the thinking of middle-level government officials, but it remains to be seen how this translates into implementation.

Research on the evolution of the urban policy process identifies the weak links between policy and research and suggests that this is an area in which stronger connections need to be made on a more systematic basis. At a scientific level, research on migration intentions confirms the theoretical proposition that place-related expectations are a primary predictor of migration intentions, and the application of graphical chain modelling in combination with path analysis is an innovative statistical approach in migration research.

The overall impact of URED's research is measured in the way the research programme has responded, in particular, to the key urban, rural and economic development challenges identified in the Presidency's "Ten Year Review". These challenges consist of: "pushing back the frontiers" of poverty by bringing the benefits of growth and development to the "second economy" through the successful implementation of the government's urban and rural strategies; expanding the size, content and reach of the "social wage"; improving service delivery; mitigating the effects of HIV/AIDS and migration; implementing a robust and responsible programme of land reform; and mobilising Africa to achieve the Millennium Development Goals.

Future developments

Several new initiatives will be developed during 2006/07. These include "ecohealth", tourism, and climate change.

"Ecohealth" is a systems or ecological approach to health research which seeks to understand how people live and interact with their environment. The work will use a multi-disciplinary approach and will initially focus on urban settings. The tourism research will attempt to identify opportunities for greater participation in tourism by disadvantaged communities. Climate-change research will examine how climate change is impacting rural livelihoods, food security and migration, among other issues.

Recent attention to migration and urbanisation in national policy processes is highlighting the weakness of current spatially linked data and analyses of patterns across cities and towns. There is no agreement on current trends and patterns and this forms the basis for one area of research in the section.

A second area for future research concerns the links between cities, space and poverty, both in the South African context and across Africa. The cities research focus links into broader academic agendas in order to understand the nature and dynamics of African cities, moving away from imported theoretical assumptions and de-contextualised “best practice” policy models; this research should feed into the development of policy regarding and approaches to service delivery that take account of the lived reality of the urban poor and their livelihood strategies.

A third area for future research concerns local participation and planning processes, and the implications of decentralisation for local democracy and for women’s rights and entitlements as defined at national level.

Finally, research identifying strategies for intervention in that part of the South African economy plagued by the dynamics of uneven development – referred to as the “second economy” – has already begun, and will be sustained through a coherent programme of research that will examine in deeper and more differentiated ways why underdevelopment in its many related facets has proved so difficult to tackle.

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CAPACITY DEVELOPMENT

'The unit hosted a workshop comprising participants from 21 higher education institutions and the chief executive of HESA to explore ways of expanding social science and humanities research collaboratively and of accelerating the development of a new generation of researchers in line with state policy and priorities.'

Capacity Development (CD) was initiated in September 2005 as a cross-cutting unit primarily to support research and human resources development (HRD) in the HSRC, but also to do so in other organisations, if required. The objectives of the unit are:

- to increase the pool of competent researchers for the human and social sciences in South Africa;
- to support and drive professional development at the HSRC in line with the organisational strategy

and performance management system;

- to support the development of black researchers, women and disabled persons in order to enable the HSRC to meet its equity targets;
- to facilitate the placement of international scholars and students at the HSRC; and
- to foster collaborations within South Africa, the African continent and with other international institutions to support capacity-building initiatives.

Interns at the HSRC.



In the first six months since its inception, the focus of CD was to establish the capacity-development needs and priorities of the HSRC and to create a platform for driving capacity-development programmes. Building on the HSRC's internship programme for master's and doctoral-level interns, a researcher-training programme for developing well-rounded pre- and postdoctoral researchers in the social and human sciences was put in place.

The HSRC has entered into an agreement with UNICEF for the placement of post-master's interns in UNICEF programmes at the country office in South Africa. This will enable recent master's-level graduates to obtain further work experience and to open new career opportunities through exposure to UNICEF programmes and networking.

Ongoing activities to foster collaborations between the HSRC and the higher-education sector are a key focus of

the CD unit. To this end, the unit hosted a workshop comprising participants from 21 higher education institutions in South Africa and the chief executive of Higher Education South Africa (HESA) to explore ways of expanding social science and humanities research collaboratively and of accelerating the development of a new generation of researchers in line with state policy and priorities. The meeting recognised that social science and humanities research is fundamental to innovation, to economic, social and cultural development, and to nation-building.



The HSRC and Higher Education South Africa (HESA), which represents 23 universities, met in Johannesburg in February 2006 to explore ways of expanding social science and humanities research and accelerating the development of a new generation of researchers in line with state policy and priorities. At the meeting were **front from left:** Professor Dan Ncayiyana, advisor to the CEO; Ms Piyushi Kotecha, acting CEO, Higher Education South Africa; Dr Olive Shisana, HSRC President and CEO; Dr Romilla Maharaj, executive director, Capacity Development unit, HSRC; Professor David Cooper, head, Department of Sociology, University of Cape Town.

Middle from left: Professor Gansen Pillay, director of research, Durban Institute of Technology; Dr Marilet Sienaert, director of research, University of Cape Town; Professor Adam Habib, executive director, Democracy and Governance research programme, HSRC.

Back from left: Professor Andy Gilbert, executive dean, Research and Development, University of Fort Hare; Dr Andre Kraak, executive director, Education, Science and Skills Development, HSRC.

At this workshop it was agreed that a HESA–HSRC memorandum of understanding will be signed to provide a framework for promoting and advancing social science and humanities research to government, industry, civil society and international agencies and will establish a framework that enables inter-institutional collaborations.

The HSRC is continuing its engagement by exploring areas for collaboration at the institutional level. Agreements at the institutional and programme levels will facilitate collaborations such as sabbaticals, joint lecturing, joint appointments, postdoctoral fellowships, postgraduate research training,

and enhancing overall academic research activities through joint research. To this end, the HSRC has initiated the appointment of honorary research fellows.

Professor Leickness Simbayi (second from left) discusses data with interns, some of whom have since assumed permanent research positions at the HSRC.



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EMPLOYMENT, GROWTH AND DEVELOPMENT INITIATIVE

'A set of case studies to explore how small and medium-sized firms respond to HIV were prepared in 2005/06 and will be published in a monograph in June 2006. This contributes to labour market policy-making in respect of vulnerable workers.'

Unemployment and underemployment are major contributors to unacceptable levels of poverty and inequality, especially for a middle-income country. The South African government has set itself the target of halving poverty and unemployment by 2014. To support the government and other key role-players in meeting this target, the national priority initiative for employment, growth and development (EGDI) was established at the HSRC during 2006.

Drawing together the best evidence – and the best minds, both locally and internationally – on critical themes that feed into this vision, EGDI strives to contribute to evidence-based decision-making, coherent policy formulation and the development of concrete, implementable strategies around employment.

Current and completed projects

Employment scenarios

EGDI is drawing together a set of “evidence-based” scenarios for employment-absorbing growth. This is the epicentre of all EGDI research work: to develop visions of the economic structure of South Africa should minimum social and economic targets be met.

A number of practical scenarios will be identified, with an eye to their political, financial and bureaucratic implications. The best available evidence underpins these scenarios and modelling capability to determine the

extent of realism in any one of the options and better inform policy choices.

From 2006/07 these options will be entered into the dialogue between policy-makers and stakeholders in order to deepen their understanding of employment paths, policy choices and the human and financial resources required to achieve employment targets. In this process, policy-makers and stakeholders will be made more aware of the trade-offs associated with any one scenario. This is intended to contribute to societal expectations and participation.

In 2005/06, EGDI began preparations for the inclusion of the following elements of the scenario-building:

- the identification of critical developments in the labour market, especially those related to wages, skills distribution, labour regulation, HIV, and the working poor;
- improved understanding of the inter-linkages between the formal and informal economies, to enable us to project how the two sectors might grow in future;
- the identification of critical economic sectors that would underpin future employment growth;
- the development of cross-economy modelling that enables us to weave through the full effects of any major policy intervention or economic shock;

- a review of poverty trends through a roundtable workshop to discuss recent work by experts from the universities of Cape Town and KwaZulu-Natal.

EGDI worked with Professor Albert Berry at the University of Toronto to produce an in-depth review of the drivers of growth, employment and income distribution in high-growth economies over the past 20 years. Special attention was given to the experience of mineral-exporting economies that have successfully managed to achieve reasonable rates of economic growth, employment and income distribution. This project will form the basis of a book to be published in 2006/07.

Studies supporting the employment scenarios

Over time, the employment scenarios project will depend on a series of issue-based projects to produce deeper and more realistic insights. These projects will also enable us to identify the critical policy options underpinning each path. In 2005/06, these issue-based projects included:

Employment monitoring

EGDI is completing a review of historical employment trends which interrogate the underlying data and establish the extent to which the statistics reflect real economic trends. These studies will be made available in 2006.

In 2006/07 the unit plans to continue this work. This will involve employment tracking, investigations into technical difficulties in the data and the development of lead indicators of employment. Since the government budget is a forceful instrument available to the State to influence employment, EGDI also plans to track government budgets and expenditure in respect of policies that have a major impact on employment outcomes.

Exchange rates and employment

There is some debate as to whether the exchange rate supports the government's growth and employment objectives, but there is little empirical evidence to support arguments either way. The EGDI has therefore established a project to explore the impact of exchange

Workshop on income poverty trends, held in February 2006.



rate policy on employment outcomes and to identify policy options. Both the National Treasury and the SA Reserve Bank participate in the reference group for this project.

This project will continue into 2006/07 with a company survey to review responses to volatility and the level of the rand, an estimation of full-employment equilibrium exchange rates, and an assessment of policy options facing the government in the light of exchange rate policies in recent years. The UK High Commission has awarded a grant in support of this project. Further roundtables are also being planned.

Alongside this project, EGDI launched a roundtable series involving the National Treasury, the Reserve Bank, the Presidency and leading bank economists.

Infrastructure reform and employment

Infrastructure and utilities play a critical role in facilitating economic growth. In 2005/06, EGDI prepared a study on the impact of infrastructure reform on employment and growth, with an emphasis on telecommunications and commercial transport. This involved both cross-economy modelling and sector studies. A roundtable was facilitated with government and industry stakeholders to review the project findings. The project was implemented in co-operation with the LINK Centre at the University of the Witwatersrand (WITS), Francois Botes of the University of Stellenbosch and Dirk van Seventer.

Labour market studies

EGDI completed a review of labour market function and policy, in conjunction with a Swedish labour market expert and the universities of KwaZulu-Natal and Cape Town. The research was presented at a July 2005 roundtable on key labour market policy research gaps, with participants from academia, the National Treasury, the Presidency and the Department of Labour (DoL). Sida supported this project. Select papers were published in *Transformation*, and the full set of papers will be assembled into a book to be published by the HSRC Press in 2007.

In May 2005, the EGDI hosted an international workshop on school-to-work transitions and labour market

intermediation. South African experts and practitioners from the government, non-profit organisations, private service providers and universities were involved. Experts and practitioners from other developing countries, including Brazil, Thailand, Botswana and India, as well as the ILO and the World Bank, delivered papers.

Finally, a set of case studies to explore how small and medium-sized firms respond to HIV were prepared in 2005/06 and will be published in a monograph in June 2006. This contributes to labour market policy-making in respect of vulnerable workers.

Future developments

Planned labour market projects

In 2006/07 the unit plans to include the following projects within its focus:

- a review of youth labour market dynamics;
- an investigation into the emerging situation of the working poor, and policy options;
- regional labour migration, and immigration policy; and
- employment-oriented industry studies.

EGDI focuses on identifying industry strategies for employment creation. We have a particular interest in services industries, not only because they facilitate economic growth, but also because they are important employment generators. The EGDI supported the Directors-General's Economic and Social Clusters to identify central gaps in the government's approach to "leveraging growth, employment and equity" from the services sectors. This work focused on the promotion of trade in services, employment creation through government programmes, and improving access to essential services. Recommendations were made to the Directors-General's Social and Economic & Employment Clusters.

EGDI published selected findings of its research work on services in Development Southern Africa. A book on the role of services in South Africa's development will be published by the HSRC Press in 2006/07. Findings were also presented to other stakeholders, such as NEDLAC's sub-committee on services, and at Business Unity South Africa's launch of a services coalition.

Employment strategies tend to focus on labour-intensive sectors specifically. But sometimes the strategy to unlock employment opportunities arises through indirect means. For example, business process outsourcing (BPO) has been identified by the President and Accelerated and Shared Growth Initiative for South Africa (AsgiSA) as a priority sector. EGDI believes that the greatest opportunities in BPO will be unlocked by stimulating the higher skill parts of the industry, where South Africa has a competitive advantage. In one case, we reviewed the potential for stimulating BPO in the asset management industry. This work was presented to a roundtable workshop held by the EGDI in February 2006 that included participants from the asset management industry, the Department of Trade and Industry (DTI), the National Treasury and the Business Trust.

Industrial growth and employment will partly depend on South Africa's ability to promote continual innovation. The resource base offers important opportunities for domestic innovation. Resource-Based Technology Clusters (RBTC) is a joint project of the EGDI and Mintek, in support of the Department of Science and Technology's (DST) National Research and Development Strategy. In support of the RBTC theme, the former Employment and Economic Policy Research Programme (EEPR) of the HSRC produced a study on resource-based technology in energy and mining for the DST in 2004/05. The HSRC Press will be publishing the Phase I case studies on resource-based technology development in book format.

Resource industries can also offer a base from which technology and know-how are developed and are then ultimately used in applications in other, higher growth sectors. Mintek and HSRC have called this the "lateral migration" of technology. In 2005/06 the DST commissioned EGDI to produce a series of global and local case studies to deepen understanding of how lateral migration takes place. A two-day international workshop in November 2005, aligned to the Globelics Conference in Pretoria, was held to review the lateral migration case studies. Participants included the DST, the DTI, Mintek, the University of Campinas in Brazil, the GRADE research entity (Brazil) and Foro Nacional Internacional in Peru, SPRU (University of Sussex, UK),

Tshwane University of Technology (TUY) and WITS.

Africa has been a major outlet for South Africa's value-added goods and services exports, and for new investment. To contribute to our work on employment and growth scenarios, EGDI has initiated a research project that aims to build an understanding of the impact of future growth on South Africa's major trade and investment partners in the region. This project is being developed in co-operation with the African Economic Research Consortium and Mintek. In 2005, EGDI commissioned a review of the role and impact of "powerhouse economies" in their respective regions.

Creating jobs through government programmes

The government has committed itself to expanding community-based social services to deepen social delivery and to create jobs. In 2004, the former EEPR found that the greatest gap, and therefore the largest opportunity for job creation, lay in dramatically expanding early child development (ECD) for children aged 0–4. EGDI has therefore initiated a programme of work that focuses on taking ECD (0–4) to scale in a way that has a maximum impact on child indicators and job creation.

A major project is being planned for 2006/07 to identify ways to strengthen programme delivery, and includes the design of a large demonstration project implemented in partnership with the CYFSD research programme. This project involves ongoing discussion and collaboration with central government and non-government stakeholders.

The EGDI also undertook an evaluation of the Community Development Workers Programme in Gauteng for SAMDI and the Department of Provincial and Local Government.

EEPR co-operated with WITS in organising the WORK conference in July 2005. WITS launched this event in 2001 to stimulate debate on labour-intensive construction methods. In 2005, EEPR added a theme "focusing on government-supported community-based social services". The conference was very well attended by participants drawn from academia, government, and communities. The Director-General of Social Development, Vusi Madonsela, opened the event.

Communicating findings

EGDI has been active in communicating its findings in local and international forums. In addition to the roundtables and workshops that we have co-ordinated, there have been numerous presentations such as those to or at: GIBS ImagiNation, IDASA, Millennium Labour Council, the DTI, Nedlac, the Council for Higher Education, the TIPS Forum, a UNESCO workshop, the Tshwane Metro, the ILO, the World Bank, and MIT, as well as participation in radio, television and print media.

The building of knowledge and implementation networks is the life-blood of the EGDI. The EGDI aims to strengthen and expand the following activities in 2006/07:

- The establishment of an interactive web portal on employment research and policy.
- The continuation and expansion of roundtables on key themes around employment, growth and development in which local and international researchers and policy stakeholders actively participate.
- The publication and dissemination of both academic and non-academic work to stimulate debate and dialogue and contribute to a deep body of knowledge around employment questions in South Africa.

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GENDER AND DEVELOPMENT

As a direct result of the findings and recommendations of our gender and transport study in the Eastern Cape, SANRAL liaised with the national Department of Transport to implement non-motorised transport in the Eastern Cape and rural access roads, walkways for women and low-level bridges in the areas of Port St Johns, Lusikisiki and Bizana are being built.



Gender and Development became an independent cross-cutting unit during the course of 2005. The unit is responsible for mainstreaming a gender perspective, that is, the process of assessing the implications for men and women of any planned activity, including research, legislation, policies and programmes. The unit's theoretical viewpoint is that gender is already

intersected with other forms of power relations, roles and identities. In South Africa, given the history of apartheid, the intersection of gender and race is particularly important.

Left: Professor Gill Marcus, Gordon Institute of Business Science (GIBS), and Professor Cheryl Potgieter, director, Gender and Development unit, at a Women's Day seminar in Pretoria in 2005. Professor Marcus was the keynote speaker.



Figure 1 below illustrates our approach to gender mainstreaming and Figure 2 illustrates our priority cross-cutting research areas.

Figure 1: Mainstreaming gender

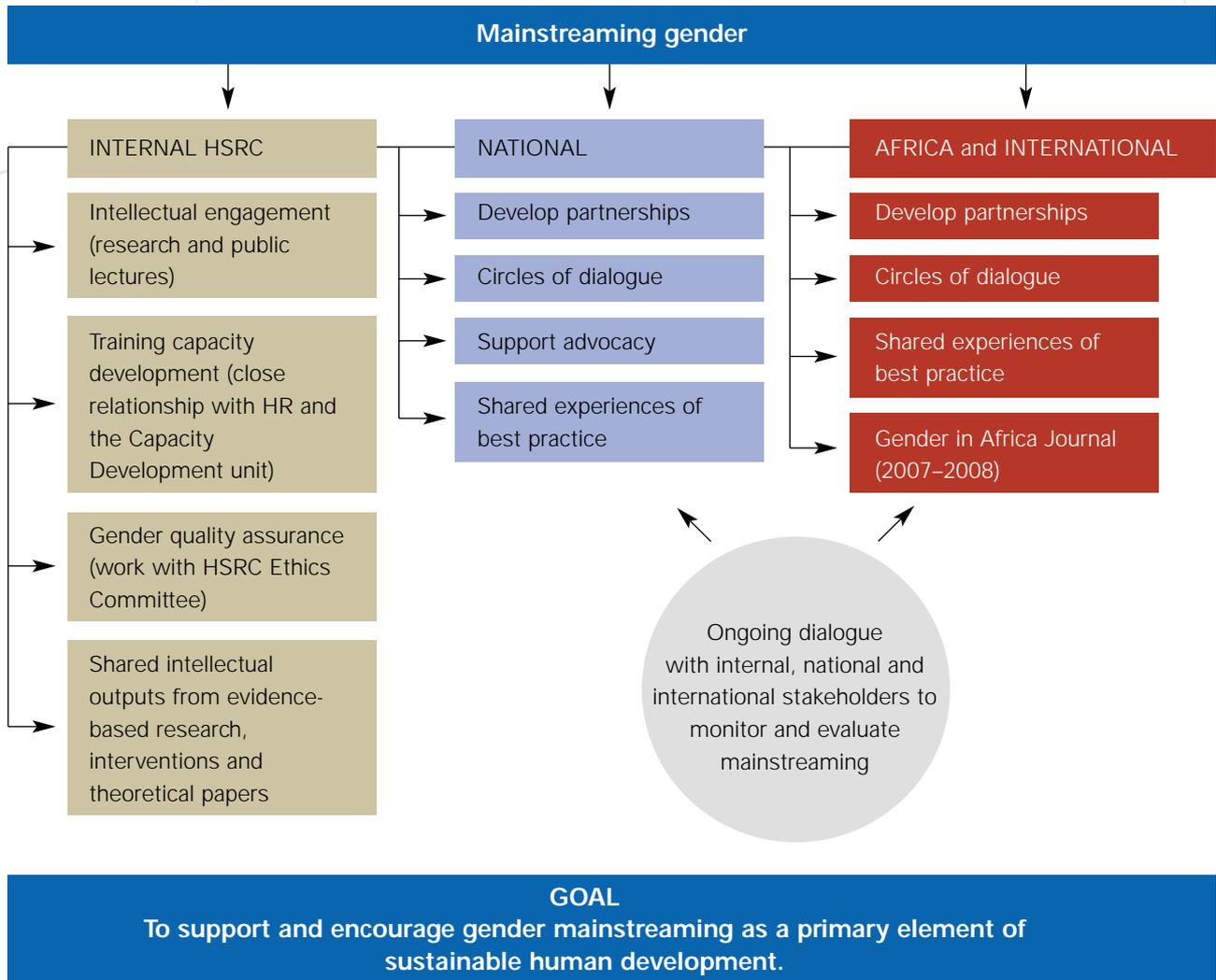


Figure 2: Research focus areas



Current and completed research

The unit drafted the Gender Equity Policy for the Department of Science and Technology (DST). The study, which informed the policy and which involved email discussion and consultative conferences, was called Looking at science, engineering and technology through women's eyes: Consultations toward the advancement of women in science, engineering and technology.

South African Women in Dialogue (SAWID) commissioned the unit to do the research and final report for the contribution of women's organisations to the African Peer Review Mechanism.

The unit was commissioned by the South African National Roads Agency Limited (SANRAL) to carry out an audit of gender-based dimensions of women's travel activities, experiences and needs in rural Eastern Cape. One of the findings illustrated that transport planning is not sensitive to women's needs; it affects their access to education, healthcare and participation in local government and community activities. Roads are not always the answer and introducing non-motorised transport emerged as a possible intervention.

Community courts have been set up to deal speedily and effectively with petty, quality-of-life crimes. An evaluation

of the Hatfield Community Court found that the court is operating within its mandate and that the women in the sample (57.5%) viewed the court in a very positive light. It also established that many of the business people in the sample (85%) did not know about the existence of the court.

The aim of a study to assess the participation of women in industrial science, engineering and technology in South Africa is to determine factors contributing to, or inhibiting, women with a science, engineering or technology background working in the industry. Twenty-seven companies from private, public and State-owned enterprises and representing small, medium and micro-enterprises are included in the sample.

A gender audit of six regional biotechnology innovation centres will examine the gender responsiveness of their projects, with the goal of analysing the human capital development and the expected improvement in the quality of life of South Africans through biotechnology.

Impact of research

There has been a clear relationship between the findings and recommendations of our gender and transport study in the Eastern Cape at an implementation and scientific level. This resulted in SANRAL liaising with the national Department of Transport (DoT) to implement non-motorised transport in the research area. Rural access roads, walkways for women and low-level bridges in the areas of Port St Johns, Lusikisiki and Bizana are being built. The HSRC, in partnership with SANRAL and the national DoT, will also be hosting the first international African conference on Gender, transport and development: Bridging the divide between development goals, research and policy in developing countries, in August 2006. There has been increasing media interest in the conference and in work in the area of gender, transport and development.

The research in the area of gender, science and technology will have an impact on policy and interventions and has also led to further research. A new project, exploring educators' commitments to Millennium Development Goal 3 (gender equality), with specific emphasis on girls' access to science and



mathematics education, is also in progress.

Future developments

The unit will continue to carry out research in the focus areas of gender and science. A new project on its way is educators' commitment and attitude to gender equality, Millennium Development Goal 3, with reference to girls' access to and participation in science and technology learning.

Gender and Development has also embarked on a pilot project which explores the experiences and relationships of school girls in the Western Cape with taxi drivers. Issues related to HIV, gender-based violence and the construction of identity will be explored. Project partners include a university, non-governmental organisations, and community members.

The unit views capacity development both as an intellectual engagement and as a mechanism in the development of individuals. The director of the unit will continue her work in exploring particularly black women's experiences in higher education. The unit will also support a doctoral scholar in this field of study.

The University of Pretoria (UP) will conduct gender training for HSRC staff during 2006/07, and a joint gender mainstreaming training manual will be developed jointly by the HSRC and UP.

A new project, exploring educators' commitments to Millennium Development Goal 3 (gender equality), with specific emphasis on girls' access to science and mathematics education, is also in progress.

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KNOWLEDGE SYSTEMS



'Participation with an external collaborator in the Social Grants Beneficiary project enabled our researchers to get first-hand information on the problems affecting the poor in South Africa.'

Knowledge Systems is an organisational and national asset that provides evidence-based information for enhanced decision-making. We study the national system of innovation and the broad community using survey methodologies and state-of-the-art GIS technologies. The cross-cutting unit is organised around three sections: Centre for Science, Technology and Innovation Indicators (CeSTII in Cape Town), Socio-economic Surveys, and the Geographical Information Systems (GIS) Centre (both in Pretoria).

Current and completed research

The 2003/04 National research and experimental development survey is the third such survey conducted by CeSTII on behalf of the Department of Science and Technology (DST). The survey measures inputs into R&D activities in the country and separately covers the business enterprise sector of large, medium and small enterprises, including State-owned companies; all



government departments with an R&D component, including government research institutes and museums; the eight science councils plus the Africa Institute of South Africa; both private and public higher education institutions; and non-governmental and other organisations formally registered as not-for-profit institutions that conduct research.

CeSTII also performed the Knowledge management practices survey which took the form of an organisation-wide self-administered electronic questionnaire that aimed to capture and examine current views of Knowledge Management within the organisation with a view to identifying knowledge management practices and their relationships within the HSRC. The survey consisted of five sections that measured information needs and usage in the HSRC; perceptions of organisational culture; the HSRC's knowledge context; and perceived results of knowledge management practices.

Socio-economic Surveys undertook the IEC voter intention survey that sought to evaluate voting behaviour among South Africans and to determine public perceptions of the IEC as the institution responsible for elections in South Africa ahead of the 2005 municipal elections.

Tax compliance (South African Revenue Service (SARS)):

The main aim of this continuing study is to establish the perceptions, attitudes and behaviour of taxpayers towards tax compliance and services rendered by SARS.

SASAS 3 – South African social attitudes survey (SASAS): This annual survey is intended to provide a long-term account of the social fabric of modern South Africa and how its changing political and institutional structures interact over time with changing attitudes and values.

Home Affairs citizen registration (Home Affairs): This is a national survey to determine possession of identity documentation, and the extent of registration of birth, death and marriage among South Africans of 16 years of age and older.

The Social grant beneficiaries project for the Department of Social Development (DSD) collected information about people who receive social grants, such as old-age pensions, war veterans' pensions, disability pensions, child-care grants, and so on, using GPS technology as well as by capturing information on laptops so as to geo-locate them in future surveys.

The ICT penetration project is a major ongoing project of the GIS centre which seeks to develop a decision support system for the Universal Service Agency, the government and other stakeholders. This will be achieved by collecting information on information and communication technology (ICT) penetration in South Africa and codifying the information at municipal level.

A study to determine fundamental geo-spatial data sets for Africa through user-needs analysis was conducted in the 2005/06 reporting year. This will be followed by a second phase in 2006/07. The study will also determine which criteria are used to identify the importance of such data sets and what spatial and associated information needs to be collected and maintained at various levels of detail and to what degree of accuracy.

In the past year, the GIS centre conducted a short training workshop on geographical information systems for Southern African Development Community (SADC) countries. The specific objective of this workshop was to provide participants with an understanding of the fundamental and theoretical concepts of GIS, its





Mr Craig Schwabe, director of the Geographical Information System (GIS) Centre at the HSRC, presented a GIS course to SADC delegates in Pretoria.

applications, and the use and setting up of desktop mapping.

Impact of research

The 2003/04 National research and experimental development survey has been used to fine-tune the roll-out of the National R&D Strategy. The time series of these surveys forms an essential platform for decision-making with regard to financing the national system of innovation.

Socio-economic Surveys is involved in the Homeless project in collaboration with a number of HSRC research programmes, and both the national and Gauteng DSDs. Participation with an external collaborator in the Social grants beneficiary project enabled our researchers to get first-hand information on the problems affecting the poor in South Africa.

The work of the GIS Centre assists both internal and external clients with understanding the spatial dimension of social dynamics, thereby assisting in targeting intervention strategies.

Future developments

New areas of research include the completion and interpretation of the 2004/05 National R&D survey, the completion and interpretation of the 2002/04 National innovation survey, and effecting the Tracking R&D expenditure study for the National Advisory Council on Innovation as requested by Cabinet.

The Socio-Economic Surveys unit will produce an omnibus publication based on SASAS 2/3 and develop articles for submission to peer-reviewed journals, research methodologies and statistical techniques being core to its activities. The unit will use existing survey data sets to test the application of various statistical and modelling techniques to social science data.

The GIS centre is steadily increasing its capacity in accessibility modelling and small area estimation techniques. These techniques will add significant value to the quality of tenders related to social service delivery and also to the analysis of large-scale national surveys. The networks created throughout the SADC, as a result of the training course in GIS for SADC National Statistical Offices towards the end of 2005, are proving to be promising in terms of establishing and executing multi-country research collaboration throughout the region.

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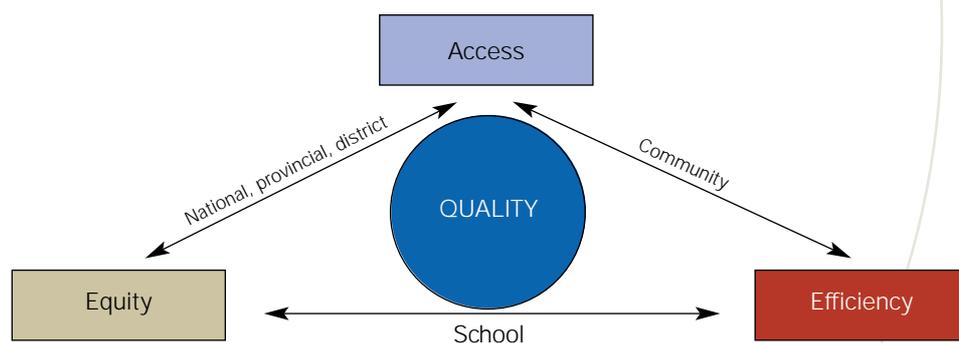
NATIONAL EDUCATION QUALITY INITIATIVE

'A unique component of this evaluation, as part of the Quality learning project, was the application of structural equation modelling techniques to identifying the causal effects of the QLP intervention programmes.'

The National Education Quality Initiative (NEQI) was established as a cross-cutting unit housed in Policy Analysis in September 2005 as part of the restructuring of the HSRC. The primary purpose of this initiative is to support government and other key role-players (teachers, parents, learners, donors, non-governmental organisations (NGOs), researchers) in enhancing evidence-based decision-making in order to improve educational quality. Specific emphasis is placed on difficult delivery contexts.

In this initiative, a systems approach will be applied that recognises the inextricable links between the policy goals of access, quality, equity and efficiency (AQEE) and their impact on learning at the system, school and community levels. This is known as the "AQEE to improve learning" model, illustrated graphically below:

Figure 1: The "AQEE to improve learning" model



Current and recently completed research

The five-year Quality Learning Project (QLP) was proposed by a consortium of different agencies involved in the field of education. Intervention programmes were based on an approach that viewed the district as the

nexus of delivery within the education system and provided relevant support to improve the effective management of districts and schools and to attain appropriate teaching methods for enhancing learning.



The overall aim of this project was to improve learner performance in mathematics and the languages of instruction in Grades 8 to 12 in 500 schools located in 18 districts across the nine provinces of South Africa.

A summary and technical report of the evaluation were released towards the end of 2005. The technical report comprised comprehensive findings about process, systems, intervention programmes and management, including the methodology and model underpinning the interventions and evaluation. The summative report focused on recommendations and an evaluation of the benefits of the QLP intervention for teachers, schools and district officials. A unique component of this evaluation was the application of structural equation modelling techniques to identifying the causal effects of the QLP intervention programmes.



In December 2004 the HSRC was awarded the Grade 6 systemic evaluation tender. The evaluation was aimed at assisting the national Department of Education (DoE) with completing the analysis and preparing reports for the Grade 6 national systemic evaluation study. The data analysis for reporting on the context of learning and teaching as well as the factors that influence learning was based on the "AOEE to improve learning" model. A national and nine provincial reports were completed and presented to the DoE in January 2006.



Ongoing research included the following: The UNESCO Section for Monitoring and Assessment of Education (Paris) commissioned the HSRC to develop and pilot a manual for monitoring and evaluating the implementation of the Education For All (EFA) goals in Africa.

The UNICEF Eastern and Southern Africa Regional Office (ESARO) commissioned the

HSRC to assist it with the finalisation of key indicators for their child friendly schools project and the development of the capacity to apply these indicators among local role-players in UNICEF representative countries.

The findings of the Monitoring trends in education quality project will be presented in three reports. In addition, methods for establishing standards of learner performance will be developed and presented to role-players in education.

The purpose of the Education Labour Relations Council (ELRC) project is to enhance the formulation of policy that could be implemented and which will contribute towards improving the quality of education in South Africa. There is a dire need in the current policy conjuncture for fast-tracking and enhancing policy implementation so that educational services reach the most marginalised communities in the country. The qualitative improvement of the status of the teaching profession and the overall health of public educators is pivotal in addressing these challenges. In particular, the project seeks to access ideas and processes from cognate country contexts that can be adapted to the South African situation. Countries spanning three continents have been selected for the study visits: Botswana, Cameroon, Ghana, Nigeria, Tanzania and Zimbabwe in Africa; Cuba, Jamaica and Mexico in Central America; Brazil and Chile in South America; and India and Thailand in Asia.

A number of country information packs pertaining to the education sector in general and the status of the teaching profession in the different countries will be produced for use on the study tours. In addition, staff members of the ELRC, as well members of the study tour, will be trained in data collection and report writing. The HSRC will provide support to compile a report on the lessons applicable to the South African education sector.

Impact of recently completed research

The "AQEE to improve learning" model was adopted by the DoE for use in the Grade 6 systemic evaluation study to report on the context of learning and teaching and to identify factors affecting learner performance.

Future developments

Following a series of consultations with senior education department officials and a range of other national and international role-players, three key challenges for the NEQI have been identified:

- improving reading and writing in schools;
- developing indicators for local role-players to monitor education quality; and
- evaluating the impact of free education on quality.

The primary activities for 2006/07 will be: to secure long-term funding for establishing the initiative; to develop proposals collaboratively to address the challenges identified; and to secure local and international expertise for implementing the initiative.

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SOCIAL ASPECTS OF HIV/AIDS RESEARCH ALLIANCE



'At the UNESCO conference, the CEO of the HSRC and the Chair of SAHARA hosted a roundtable on establishing mechanisms for "knowledge-brokering" between researchers and policy-makers in Africa.'

The vision of the Social Aspects of HIV/AIDS Research Alliance (SAHARA) is to reduce the number of new HIV infections through the promotion of collaborative research and the dissemination of evidence-based information. Its mission is to improve the quality of data used for planning and implementing interventions; to contribute to the effective use of resources; and to provide multi-media and conference platforms for the exchange of ideas and spread of new knowledge.

To achieve this vision, SAHARA undertakes multi-country and multi-site research, which enables it to make a significant contribution to evidenced-based policy formulation and practice, widely disseminated through its network of researchers, policy-makers, and practitioners, and a journal.

The main achievements of SAHARA during this reporting period are briefly summarised below.

Facilitation of network

The SAHARA core/Africa office in Pretoria and the two regional offices in Senegal and Kenya have continued to co-ordinate its main activities, which include networking, co-ordinating, and facilitating research activities and identifying best practices. The core office also provided



multi-media platforms for the exchange of information and management of the SAHARA database and journal.

The restructuring process in the HSRC in August 2005 has resulted in some changes within the SAHARA programme. A number of posts have been advertised and filling these will greatly increase the capacity of the SAHARA core/Africa office.

Effective co-ordination in the subregions has ensured dynamic networking among researchers in the various subregions, enabling peer review and information exchange, complementary research initiatives, and capacity-building of young researchers.

SAHARA information systems

The SAHARA website, as measured by the Nielsen-Net ratings, is rated among the top 30 sites in South Africa; is second in the category of Healthcare (after Health24); and is rated as the top HIV/AIDS site in South Africa. This success indicates just how effectively SAHARA has managed to achieve its objective of providing multi-media platforms for information exchange and sharing research findings.

A file and email server was purchased and installed in the SAHARA office in Kenya in February 2006. This will finally bring the much-needed stability to the information network in the sub-region, which has been one of the biggest challenges in the past.

Generation of scientific material

An effective and dynamic network exists between researchers in sub-Saharan Africa and a number of research initiatives are in progress. All the SAHARA regions, particularly in the Southern African Development Community (SADC), have been successful in undertaking multi-country research, yielding several reports, which are available on the website www.sahara.org.za.

Systematised interaction between researchers and the key users of research include sub-regional meetings, workshops and an annual conference. These mechanisms provide interactive forums and opportunities for dialogue, and a platform for sharing experiences and research findings, for clarifying or developing research questions, and for helping to bridge the gap between policy and implementation.



Notable events in the reporting period were the SAHARA annual conference, the W.K. Kellogg OVC colloquium, and the UNESCO conference in Buenos Aires. At the UNESCO conference, the CEO of the HSRC and the chair of SAHARA hosted a roundtable on establishing mechanisms for “knowledge-brokering” between researchers and policy-makers in Africa.

Several workshops to build research capacity have been held in each of the sub-regions. A doctoral fellowship programme has been established, made possible through support from the Ford Foundation; it will serve to strengthen research capacity in sub-Saharan Africa.

Current projects

Two major studies to generate scientific evidence have implications for policy and intervention programme development.

The strategy for the care of orphans and vulnerable children (OVC) in Botswana, South Africa and Zimbabwe has been running for the past four years. Its main aim is to obtain evidence-based best practices of OVC interventions in order to improve the conditions of these children in the three countries and to reduce HIV infection among them. The specific goals of the project are:

- to establish a framework within which to implement the project;
- to evaluate and monitor the impact of home-based child-centred care programmes;
- to evaluate the impact on families and household support programmes as well as
- to strengthen community-based systems for sustaining care to OVC and households.

The project, which was funded through a \$5 million grant to celebrate the 75th anniversary of the W.K. Kellogg Foundation, involved sharing experiences among research partners, namely the University of Botswana, the HSRC in South Africa, the National Institute of Health Research in Zimbabwe and the University of Zimbabwe. Research consisted of recording existing OVC care intervention programmes that were implemented by community-based organisations (CBOs) in several communities. Partners in the three countries, namely the

Masiela Trust Fund in Botswana, the Nelson Mandela Children's Fund in South Africa and the Family AIDS Caring Trust in Zimbabwe, fund the CBOs.

More than 15 publications, from all three countries, have been published to date. The project is ongoing and the plan is to continue with the next phase for another five years if additional funding can be obtained.

The new phase will entail identifying OVC care priorities in communities that need to be urgently addressed, selecting or developing feasible interventions, and implementing them over the next three to four years. The impact of the interventions in two research sites per country will be evaluated after four to five years.

SAHARA plays a leading role in a multi-country and multi-site study on Stigma reduction and behavioural risk reduction interventions among people living with HIV/AIDS (PLWHA) who are aware of their status in eight sub-Saharan Africa countries. It involves adapting and pilot testing two interventions developed in the United States. The study aims to determine the effectiveness of the interventions in reducing stigma by encouraging disclosure and reducing sexual risk behaviour in the African context. The eight participating countries are Botswana, Lesotho, South Africa and Swaziland in southern Africa; Kenya and Rwanda in East and Central Africa; and Burkina Faso and Senegal in West Africa.

The *Journal on the Social Aspects of HIV/AIDS* has obtained international accreditation and is now abstracted in Sociological Abstracts, Social Science Abstracts and Worldwide Political Science Abstracts, and is indexed in the International Bibliography of Social Sciences (IBSS). The Journal is currently being revised and plans are underway to convert it to a full-colour publication. All the articles of the last issue are available online to SAHARA users.

The third annual SAHARA conference, entitled Bridging the gap between research, policies and interventions, took place in Dakar, Senegal from 10 to 14 October 2005. The overall evaluation of the conference by participants was very positive, with questionnaire data showing a satisfaction rate of more than 88%.

The next annual conference, called Innovations in access to prevention, treatment and care in HIV/AIDS, will take place Kisumu, Kenya, in May 2007, in partnership with National AIDS Control Council of Kenya (NACC), UNESCO, Universities in Solidarity for the Health of the Disadvantaged (UNISOL) and the Tropical Institute of Community Health and Development (TICH), Kenya.

SAHARA has played a key role in consolidating the work and building partnerships around gender mainstreaming in an ongoing project, Increased women's participation in decision-making. The Alliance hosted satellite sessions at the SAHARA conference in Dakar on 'mainstreaming gender', and a partnership meeting to consolidate all activities and look at a way forward has been planned for early April 2006.

Financial systems

Financial management and control continued throughout the reporting period, albeit with some challenges. The financial statements for the period under review have already been submitted.

Future developments

While there have been many achievements, there are also challenges, of which the most important is to raise funds to sustain the work of SAHARA.

Highlights from the 2005 South African National Household Survey on HIV Prevalence, Incidence, Behaviour and Communication

- In 2005, 23 275 people took part in the survey and 15 851 respondents agreed to be tested for HIV, compared to 2002, when 9 963 people took part in the survey and 8 428 agreed to be tested.
- A hallmark of the 2005 survey is the availability of nationally representative estimates of annual new infections, or incidence rates. An overall incidence of 2.7% was found, but with important differences by age, sex and population group.
- The 2005 study estimates that 10.8% of South Africans are HIV-positive. HIV prevalence among South Africans aged between 15 and 49 increased only slightly from 2002 to 2005, suggesting that the epidemic in South Africa may have started levelling off. The survey found increased HIV prevalence among young South Africans aged between 15 and 24 (10.3% in 2005 versus 9.3% in 2002).
- Young South African women, and people in poorer communities, are particularly vulnerable to HIV/AIDS.
- South Africans in general suffer from a “false sense of security” when it comes to the epidemic.

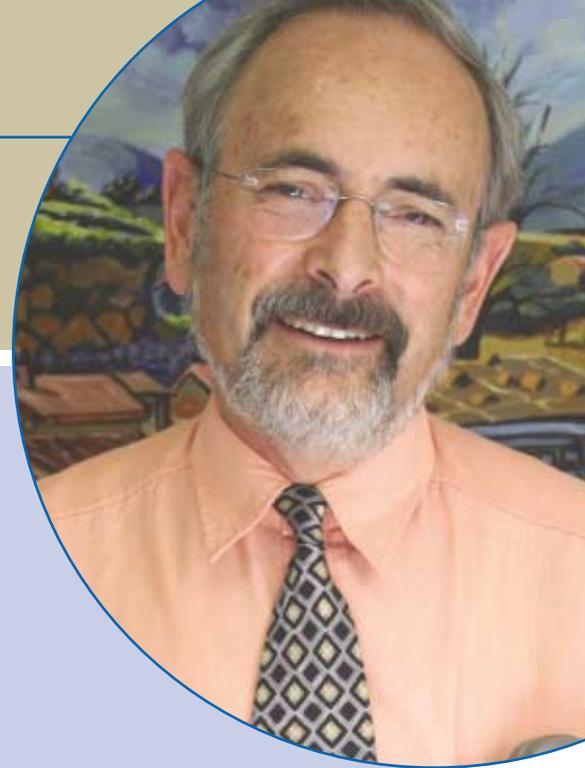
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SUPPORT SERVICES



'... guided by the organisation's internal auditors ... two strategic risk workshops, attended by the full executive management team, were held to identify, assess and rank the risks that needed to be managed in order to achieve the mission and strategic goals of the HSRC.'

On the assumption of office by the new CEO on 1 August 2005, the position of chief operating officer (COO) was created to replace the ED of Corporate Services (a position that had been vacant for some while under the outgoing CEO) as head of the new division.

The duties of the chief financial officer (CFO) were incorporated into those of the COO and the Finance directorate was retained as part of Support Services. The HSRC Press, which previously formed part of the Office of the CEO, was relocated in Support Services, to be joined later by two nascent directorates, Legal Services and Supply Chain Management. The former had previously been a single entity located in the Business Development directorate in the Office of the CEO; the latter was established to facilitate compliance with the procurement provisions of the PFMA.

A further structural innovation in 2005/06, in this instance introduced to facilitate compliance with the risk management norms of the PFMA, was the decision to add risk management to the duties of the COO and of the compliance officer and to convert the latter's position into that of risk management and compliance officer.

Support Services, as currently constituted, therefore comprises: Finance, Human Resources, Information Services, Information Technology, Legal Services, Operations, HSRC Press, Risk Management and Compliance, and Supply Chain Management. Except for

Legal Services, highlights of the activities of the respective units follows.

Finance

An evaluation of alternative financial models for the HSRC, begun under the outgoing CEO, led to the introduction of significant changes to the existing model by the incoming CEO. These are designed simultaneously to increase the competitiveness of the organisation's research services and to reduce the intensity of the earnings pressure on research staff, while maintaining the HSRC's overall financial viability.

The restructuring of the organisation in August 2005 and the adaptations made to the financial model brought about changes in the 2006/07 budgeting process. Further changes to the process, reflecting the new set of organisational goals defined by the CEO, will be added before the 2007/08 budget is drawn up.

The extraordinarily rapid growth of externally funded research assignments secured in recent years has substantially increased the need for working capital and, on a number of occasions, strained the organisation's cash resources inordinately. To address this a number of ongoing procedural measures to improve cash flow and reduce the need for working capital were instituted. These proved effective and enabled the HSRC to meet all of its needs for cash in 2005/06 without recourse to non-recurrent measures or to external assistance.

Improvements in the Research Management System (RMS) made it possible to make monthly financial reporting more accurate and rapid.

With the inception of the new Supply Chain Management, and Risk Management and Compliance units, Finance began to devolve a number of its functions. This process will continue in 2006/07, leading to a smaller and more focused Finance directorate.

Human Resources

The process of policy formulation in the HSRC, in accordance with good governance principles, was spearheaded by Human Resources (HR) following the approval by the Council of a group of 24 HR policies in November 2005. These will be reviewed and augmented from time to time by the Council's HR and Remuneration Sub-committee.

In compliance with the Employment Equity Act, an Employment Equity and Skills Forum was established to monitor and evaluate the HSRC's practices in respect of recruitment, selection and staff training. Among other activities, members of the Forum provided valuable feedback on the draft HR policies, underwent training on the process of recruitment and selection, and helped identify the implications of the various sets of statutory reports on the skills needs of the organisation for its capacity-development strategy.

With attracting and retaining highly skilled staff having been identified as a key strategic risk, employee and leadership development have been given high priority and are being conducted jointly by HR and the new Capacity Development directorate, supported by funding from the sector education and training authority (SETA). In addition, an induction programme to orientate new employees was introduced, with active participation from the CEO, directors of Support Services and a number of executive directors.

Particular attention was given to salaries in the latter half of the year. The payroll was partly outsourced; the administration of relevant expense reimbursements was rechannelled through HR; an internal audit was carried out to ensure compliance with remuneration tax; and, by

agreement with the Staff Union, salary negotiations were conducted in the last quarter of 2005/06 for implementation at the start of the new financial year, as opposed to 1 July previously. An across-the-board increase of 6% was agreed for 2006/07.

The appointment of a new HR manager took place in the new financial year 2006/07.

Information Services

The new CEO's vision for the HSRC to become a knowledge hub for the social sciences in Africa has given new strategic importance to the role of Information Services (IS) in the HSRC. Formerly closed to outside users, the library is now being progressively opened and new relationships are being built to give access, in the first instance, to users in Parliament and government departments. With the purchase and application of e-library software, all staff and the increasing number of external users of the library are now able to access a range of more than 45 000 journals.

Additional importance has been attached to IS by recent legislation requiring public entities to improve the storage and accessibility of their records. IS is working increasingly closely with the Information Technology (IT) directorate to improve the storage, access and updating of hard-copy and electronic information and records within the HSRC.

The sound relationship between IS and IT has been the basis of the success of the internally developed RMS that now integrates and delivers most of the management information – from finance to HR matters to projects to key performance indicators – on which decision-making within the HSRC depends. It will also help to lay the foundation for the e-research techniques that the organisation will need to adopt as it integrates progressively into global research teams and networks.

Information Technology

A special IT-related internal audit in 2003/04 and an assessment of strategic risks by management early in 2005/06 identified IT as one of the highest priority risks in the organisation. A further internal audit evaluation, undertaken late in 2005/06, highlighted a range of issues

related to IT governance that needed attention.

In response, a number of initiatives have been mounted and have either been completed or are in progress. Among these are:

- outsourcing the maintenance of the hardware and software infrastructure as well as network, desk support and some other related services to Choice Technologies, an external service provider;
- a campaign to make staff aware of and assist in the process of deriving maximum value from the outsource;
- the establishment of an IT steering committee and an end-user committee and the development of a plan of action to implement a number of ITIL best practices as first steps towards appropriate and effective governance;
- the design and approval of a remediation programme to stabilise the existing IT platform (to be implemented in 2006/07); and
- the formulation of a long-term strategy to provide the IT capacity needed to achieve the vision for the HSRC to become a knowledge hub for the social sciences in Africa. An application to the National Treasury to fund capital outlays expected to be in excess of R20 million is being prepared.

Following the resignation of the IT director on 28 February 2006, interim management of the directorate has been assigned to the director of IS, who will manage both directorates simultaneously. While these developments have been viewed as opportune for evaluating the implications of important changes in the strategic and operating environments for the direction, structure and staffing of IT, it is pleasing to be able to report a tangible improvement in the momentum and morale of the directorate.

Legal Services

(See the report on the Office of the CEO on page 89.)

Operations

The restructuring necessitated the relocation of staff and a host of accompanying adjustments to administrative and other support systems. Operations was instrumental in planning and carrying out the changes timeously and

with minimal disruption to business activities.

In a year in which the budget available for capital improvements was small, an important improvement to physical infrastructure was the lease of 1 000 square metres of additional floor space to consolidate the Cape Town office and to accommodate the rapidly increasing number of staff – now more than 100 – housed in the office. The accompanying renovations have enabled all of the staff of the SAHA research programme to be located on the same floor and have incorporated the innovative and attractive use of open planning for work stations.

With the lease of vacant space on the 6th and 8th floors of the HSRC Building in Pretoria to the Department of Social Development (DSD), it is now possible to plan the upgrading of the remaining unused floor space on the 9th floor of the building to accommodate the increased Gauteng-based staff for 2006/07.

To save on telecommunications costs, which amounted to more than R3 million in 2004/05, least-cost routing was introduced on cellphone calls. This is reckoned to have reduced the cost of calls by an average of 35 to 40%, which should save about R450 000 annually.

Operations will administer a grant of R800 000 made by the Department of Social Development to cover the running expenses of the facility for homeless people who previously sought shelter in front of the HSRC Building. In a number of other ways the HSRC will continue to support the initiative, though its status as a public entity will prevent it from participating on the directing body of the Section 12 company that has been established to manage the facility.

HSRC Press

The HSRC Press has become the most prolific scholarly publisher in South Africa, producing simultaneous print and electronic versions of all its publications on an open-access basis. During 2005/06 it produced a total of 59 books and research monographs, with 21 in production at year-end. This is more than double the number published in 2004/05.

Its open-access policy has made it an acknowledged international leader in this field. While downloads of publications from its website exceeded hard-copy sales, the latter were nevertheless substantial at more than 10 000 volumes in 2005/06. The combined advertising value equivalent was estimated by media monitoring agencies to have exceeded R5 million. To advance its commitment to open access, collaboration with Google and other similar enterprises is being explored.

The Press has become a significant contributor to research-based knowledge on and in Africa, thereby contributing no less significantly to the realisation of the vision for the HSRC to become a knowledge hub for the social sciences in Africa. Its publications are disseminated via initiatives such as the E-Granary, which provides free electronic publications to African institutions; and of the 21 book launches held during the year, five took place in other African countries.

Following a prestigious American award to one of its publications in 2005, several other titles have been nominated for awards in 2006. To encourage authorship among young scholars, the Press instituted internships in 2005/06. An author development programme and the launch of the HSRC Press Prize for outstanding young humanities and social science scholars are planned for 2006/07.

Risk Management and Compliance

During 2005/06, the foundations were laid for appropriate, effective risk management in the HSRC, guided by the organisation's internal auditors. As a first step, two strategic risk workshops, attended by the full executive management team, were held to identify, assess and rank the risks that needed to be managed in order to achieve the mission and strategic goals of the HSRC.

From the 33 categories of risk that were identified, the top-ranking four, augmented by two others, were selected as the foci for Management's attention in the remainder of 2005/06 and throughout 2006/07. These were: IT-related risks; negative cash flow; fraud and corruption; public image risks; availability of suitably skilled staff; and supply chain management. Significant

progress has been made in addressing each of these issues.

To help provide the HSRC with the capacity to monitor, evaluate and design responses to risk on an ongoing basis, a structure for risk management was identified in collaboration with internal audit that will both be in line with corporate governance best practice and involve only the use of existing staff. This will provide the basis for cascading risk-related responsibilities to staff in all business units during 2006/07.

Supply Chain Management

A programme to implement supply chain management in compliance with the Public Finance Management Act was begun in August 2005. Developments to date include:

- the appointment of an expert consultant to guide the process;
- the drafting of policies and procedures and their review by internal audit;
- the identification of a high-level organogram for the directorate and the advertisement of the three key management positions;
- temporary appointments to some of the more junior positions;
- preparatory work to implement electronic workflow procedures;
- the appointment of a Bid Adjudication Committee to deal with tenders; and
- the implementation of the initial phases of rechanneling existing procurement through the directorate, including the mounting and award of a tender in full compliance with the Act.

The implications for research procurement – which comprises the greatest part of procurement by value – are currently being explored.

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OFFICE OF THE CEO

'A growing demand for advisory and co-ordinating services to support the organisation on legal matters beyond the proper handling of contracts and grant agreements necessitated the establishment of a separate Legal Services unit in Support Services.'

The Office of the CEO provides strategic support to the CEO, the HSRC Council and the organisation as a whole. During August 2005, a new CEO was appointed. She introduced structural changes aimed at deepening the transformation process initiated by her predecessor. The changes resulted in the HSRC Press being absorbed into Support Services, and the office now consists of the Council Secretariat, Business Development, Corporate Communications, and International Relations.

The Council Secretariat

The Secretariat ensures that quarterly Council meetings, and meetings of the Audit Committee, take place in an efficient and orderly manner. Detailed documentation is prepared and circulated in advance of meetings to facilitate informed discussion and decision-making.

During the year, the Secretariat supported major undertakings of the HSRC Council, including the process of recruiting and appointing a new CEO for the HSRC; the successful outsourcing of the IT function of the HSRC; engagement with the Department of Science and Technology (DST) on the appointment of a system-wide review panel in February 2006; and the development of a Shareholder's Compact with the Minister of Science and Technology.

The Council Secretary also compiled and disseminated strategic business documents and minutes, followed up on decisions, and acted as secretary to the monthly workshops of executive directors, meetings of the Bargaining Forum involving Management and the Union,

as well as meetings of the Research Ethics Committee (REC). The REC meets on a monthly basis to deal with the growing number of HSRC research proposals submitted for ethical clearance and maintains its status as Institutional Review Board, granted by the US Office of Research Protections for Federalwide Assurance (Federalwide Assurance FWA 00006347 posted at <http://ohrp.cit.nih.gov/search/asearch.asp>).

Business Development

The ability of the HSRC to deliver on its public-purpose mandate is dependent on the availability of sufficient levels of funding. During 2005/06, the need to introduce a more integrated and pro-active approach towards marketing and fund-raising was addressed through the development of a marketing strategy and implementation plan that will be implemented on an ongoing basis. The Business Development unit continued to provide support aimed at augmenting and sustaining the funding basis of the HSRC by:

- regularly communicating and discussing new opportunities for research funding with representatives from research programmes and cross-cutting units at bi-weekly Research Business Meetings (RBMs);
- helping to ensure that a co-ordinated approach is followed when preparing proposals and approaching potential funders;
- offering specialised and co-ordinated support for preparing tender and funding proposals;
- drawing on information from the Research Management System (RMS) in preparing reports aimed at monitoring progress towards achieving

- external income targets on an ongoing basis; and
- providing strategic inputs in the development of documents required for strategic planning and compliance reporting by the HSRC.

The HSRC keeps track of proposals that have been submitted to external funders by means of information captured in the RMS; more information on trends in this regard is provided in the Council's Report.

The Business Development unit also provided a legal risk management service in the form of contracts support (legal advisory services with regard to contracts, risk management and contracts management) during 2005/06. An electronic contracts management system was developed to ensure better access to information about signed contracts and memoranda of understanding (MoU) held in the central repository. To reduce the need for multiple paper copies for various units in the HSRC, the new system enables relevant users to access a scanned version of each contract held in the repository alongside summarised information on key elements of the contractual agreement.

A growing demand for advisory and co-ordinating services to support the organisation on legal matters beyond the proper handling of contracts and grant agreements necessitated the establishment of a separate Legal Services unit in Support Services. The transfer of the function and persons responsible for contract management took place on 1 April 2006.

New initiatives envisaged by the Business Development unit for 2006/07 and beyond include:

- the refinement and implementation of a marketing and stakeholder relations strategy;
- better co-ordination of customer relations, including post-project feedback;
- more specialised support in the development of funding proposals as well as project management of and reporting capacity for targeted international funding organisations;
- the introduction of workshops aimed at learning more about the above in order to support established and emerging researchers within and outside the HSRC.

Two positions (one vacant, one new) will be filled during 2006/07 to help meet these objectives.

Corporate Communications

The Corporate Communications strategy was refined and approved during the year under review. Implementating the strategy required improved internal communication.

Improvements to internal communication resulted in a staff perception survey being conducted in June; in the electronic newsletter being published monthly, and in the work of the Corporate Communications unit being presented at the quarterly staff induction session.

The organisational restructuring process that occurred in August 2005 required even greater efforts to improve internal communication. Corporate Communications facilitated two consultative sessions between the new CEO and staff in August and November; and the *CEO's Note*, an electronic newsletter from the CEO to staff, was also introduced in November.

In recognition of the increased media interest in the work of the HSRC and the need to standardise the manner in which the organisation engages with the media, a media policy was developed in September. Prominent HSRC media engagements focused on such events as the World AIDS Day, an event that saw research findings being reported back to a community in Soweto, a media briefing on poverty pockets in Gauteng, and a commentary on the March local government elections. The newly appointed CEO was also profiled in various publications, including *Enterprise*, *Financial Mail* and *CEO*.

Media coverage for the period under review increased to R70.4 million in advertising value equivalent, compared to R45.6 million in 2004/05, a reflection of the relevance of the work the HSRC undertakes.

The name HSRC has become synonymous with research excellence. The corporate identity is the physical manifestation of this widely recognised and highly respected brand. During the year under review, much effort also went into developing a corporate identity manual, which provides guidelines for the use of various

aspects of our corporate identity, including our logo, typefaces, corporate colours, and stationery. It enables the organisation to present a visually consistent and unified front to our stakeholders.

In the pipeline are a corporate DVD, media relations training for staff, the development of policies for managing crises, and an overhaul of the organisation's website.

International Relations

The HSRC continued to build on the relationship established with the Economic and Social Research Institute (ESRI) in Ireland. Towards this end, the ED in the Office of the CEO accompanied the Deputy Director-General for Corporate Services from the DST on a visit to Ireland. This visit was hosted by the director of ESRI and provided valuable insights into strategies, successes and challenges in the Irish science system.

In May 2005, the ED in the Office of the CEO participated in a Swiss–South Africa co-operation meeting to explore areas for research collaboration between the two countries in preparation for the signing of a bilateral agreement. In July 2005, the incoming CEO accompanied a South African delegation, headed by DST Minister Mosibudi Mangena to Switzerland, where the bilateral agreement was signed. The HSRC, in collaboration with the Medical Research Council, is leading the process of developing joint research programmes between the Swiss and South African scientists.

The HSRC hosted a delegation from the Chinese Academy of Social Sciences (CASS) in terms of an existing MoU between the two countries. The delegation, headed by the Vice-president of CASS, visited the HSRC offices in Pretoria and Cape Town. Discussions focused on areas for research collaboration that addressed social issues of common interest.

A delegation from AusAID visited the HSRC for consultations around Australia's aid engagement in developing partnerships in the international community. This provided an opportunity for the visitors to inform the HSRC of the new strategic direction the AusAID programme is taking in Africa.

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HSRC Internal Seminar Series

The HSRC Internal Seminar Series focuses on various issues in the social sciences with specific emphasis on problem-solving, applied research and inter-disciplinary approaches in these sciences.

- 13 April 2005, *Indigenous knowledge systems policy: Opportunities for scientific research*. Presented by Dr Mogege Mosimege, director, Indigenous Knowledge Systems unit, Department of Science and Technology.
- 19 April 2005, *Four poems and a commentary – The challenge for education in these times: War, terror and social justice*. Presented by Salim Vally, Education Policy unit, School of Education, University of the Witwatersrand.
- 10 May 2005, *Khelobedu cannot be a language on its own ... Just as Northern Sotho should not be a language on its own. A case for fewer but richer languages*. Presented by Advocate Kwena Netswera, Office of the Premier, Limpopo.
- 31 May 2005, *Interventions and factors improving learning and teaching*. Presentation by Dr Cas Prinsloo, ESSD.
- 7 June 2005, *Eritrea and nation building: Social sector strategies and challenges of transformation*. His excellence, the Ambassador Tesfamicael Gerahtu, Embassy of Eritrea.
- 13 June 2005, *Handheld computers improve survey and trial data collection in resource-poor settings: Development and evaluation of HAPI, a Palm™ pilot interviewing system*. Presented by Chris Seebregts and Cathy Mathews, Medical Research Council.
- 9 July 2005, *From innocence to critical reflexivity: Critical researchers, research and writing and higher education policy making*. Presented by Saleem Badat, CEO, Council on Higher Education.
- 29 August 2005, *“Activating” knowledge*. Presented by Professor Luc Soete, joint director, United Nations University Institute for New Technologies (UNU-INTECH) and the Maastricht Economic Research Institute on Innovation and Technology (MERIT).
- 30 August 2005, *Homelessness and policy: Who are the homeless and what should we do to help homeless people?* Presented by Catherine Cross, URED, HSRC.
- 28 September 2005, *Compensation for victims of sexual crime in South Africa: Is gender bias obstructing financial redress for victims of sexual violence?* Presented by Bryant Greenbaum, a Canadian lawyer specialising in victim empowerment issues.
- 30 September 2005, *Measuring multi-dimensional poverty at the small area level in South Africa*. Presented by Professor Michael Noble and Gemma Wright, both of the Centre for the Analysis of South African Social Policy, Oxford University; Benjamin Roberts, URED, HSRC; Ms Sharmila Rama, CYFSD, HSRC.
- 11 October 2005, *Transforming the face and structure of post-apartheid cities: Gated communities and socio-spatial change*. Presented by Karina Landman, Building Construction and Technology (Boutek), Council for Scientific and Industrial Research (CSIR).
- 10 November 2005, *The collapse of globalism*. Presented by Canadian philosopher, John Ralstone Saul.
- 17 November 2005, *The National Research Foundation rating system*. Presented by Gudrun Schirge and Jana Warffemius, both of the National Research Foundation evaluation unit.
- 24 January 2006, *A method for monitoring sub-trends in country level Mathematics achievement*. Presented by Dr Kelvin Gregory, Flinders University, Australia.
- 07 February 2006, *Rethinking decentralisation: What we can learn from 25 years of educational reports that don't work*. Presented by Professor Martin Carnoy, Professor of Education and Economics, Stanford University.
- 21 February 2006, *None but ourselves: Developing community voice on water services*. Presented by Dr David Hemson, URED, HSRC.

- 28 February 2006, *Tourism and race relations in South Africa: A triple-helix approach*. Presented by Dr Virginia Tilley, D&G, HSRC.
- 16 March 2006, *Cultural implications of the socio-economic reconfiguration in post-1994. Is Black still Black?* Dr Mcebisi Ndletyana, SCI, HSRC.
- 30 March 2006, *Evidence-based policy-making – The UK experience*. Dr Philip Davies, deputy director, UK Government Social Research unit (GSRU) and Professor Michael Noble, Department of Social Policy and Social Work, Oxford University.
- 18 April 2006, *Gauteng's pockets of poverty: Towards equitable housing and social policies*. Presented by Catherine Cross, URED, HSRC.

The Innovation Club Series

- 14 June 2005, *Launch of the Innovation Club Jour Fixe Forum for debate and research on innovation hosted by the Centre for S&T and Innovation Indicators (CeSTII), HSRC. The leadership gap: From local to global*. Presented by Len von Graevenitz, Vice-president, Human Resources Division, Toyota SA.
- 25 October 2005, *Successes and failures in cultivating an innovation system towards the development of the Western Cape ICT sector*. Presented by Masedi Molosiwa, executive director, MWeb.
- 21 November 2005, *The Innovation Club Jour Fixe Forum for debate and research on innovation, hosted by the Centre for S&T and Innovation Indicators (CeSTII), HSRC. Innovation and growth in the petrochemicals and synfuels industry – Lessons from success*. Presented by John Marriott, former general manager, technology, SASOL.

Gender Seminar Series

- 30 April 2005, *Feminism, pacifism and the war on terror*. Presented by Professor Drucilla Cornell, Professor of Political Science, Women's Studies and Comparative Literature, Rutgers University.
- 9 August 2005, *Women's Day Setting the agenda: Challenges women face in their careers. A 2005 Women's Day seminar* presented Professor Gill Marcus, Gordon Institute of Business Science.

The 16 Days of Activism against Gender Violence Campaign

The 16 Days Campaign is an organising strategy by individuals and groups around the world to call for the elimination of all forms of violence against women. The following events were staged:

- 21 November 2005, *Black men speak out: Feminism, men, and violence prevention*. Presented by Dr Aaronette White, Assistant Professor of Women Studies and African-American Studies, Pennsylvania State University.
- 5 December 2005, *Violence and women in conflict with the law*. Lisa Vetten, senior researcher and policy analyst, Tshwaranang Legal Advocacy Centre.
- 2 December 2005, *Film Screening: The daughters of Maat, in the court of women: World public hearing on crimes against women, Beijing, 1995*.
- 9 December 2005, *Film Screening: Soul City – Violence against women*.

Human Rights Lecture Series

The Human Rights Lecture Series is sponsored by and presented in collaboration with the Foundation for Human Rights and the European Union. The series is entitled *Democracy and human rights: A southern African perspective* and has attracted organisations and dignitaries with an interest in the development of appropriate intervention strategies in the area of human rights and democratisation. The series advances an intellectual climate of awareness of pertinent issues in the arena of human rights. It also serves as a forum where diverse stakeholders can hold uninhibited conversations on controversial issues of the day.

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- 7 September 2005, *The role of the courts in the protection of human rights*. Presented by Chief Justice Pius Langa.
 - 1 February 2006, *Socio-economic rights and HIV/AIDS in South Africa*. Presented by Adurrazack (Zackie) Achmat, leader of the Treatment Action Campaign (TAC).
 - 23 March 2006, *Poor governance and the rights of those we despise: The state of the prisons and the role of constitutional law in mending them*. Presented by Jonny Steinberg, author.

Research Outputs 2005/06

Books and chapters in HSRC-published books

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ABBREVIATIONS

ABEHE	Association for Black Empowerment in Higher Education	ECD	Early childhood development
ADEA	Association for the Development of Education in Africa	ED	Executive Director
AIDS	Acquired immune deficiency syndrome	EEPR	Employment and Economic Policy research programme
AISA	Africa Institute of South Africa	EFA	Education For All
AMREF	African Medical and Research Foundation	EGDI	Employment, Growth and Development Initiative cross-cutting unit
APRM	African Peer Review Mechanism	ELRC	Education Labour Relations Council
AQEE	Access, quality, equity and efficiency	ESARO	Eastern and Southern Africa Regional Office
ARC	Agricultural Research Council	ESRI	Economic and Social Research Institute, Ireland
ASGISA	Accelerated and Shared Growth Initiative of South Africa	ESSD	Education, Science and Skills Development research programme
AusAID	Australian Aid	EU	European Union
AVE	Advertising Value Equivalent		
		FET	Further Education and Training
BAIS	Botswana AIDS Impact Survey	G&D	Gender and Development cross-cutting unit
BEE	Black Economic Empowerment	GCIS	Government Communication and Information System
BPO	Business process outsourcing	GIBS	Gordon Institute of Business
BTT	Birth to Twenty	GIS	Geographical Information Systems
BUSA	Business Unity South Africa	GPS	Global positioning systems
CAGE	Conflict and Governance Facility	HAPS	HIV and Alcohol Prevention in Schools
CAPRISA	Centre for the AIDS Programme of Research in South Africa	HDP	Human development policy
CASS	Chinese Academy of Social Sciences	HESA	Higher Education South Africa
CBO	Community-based organisation	HIV	Human immunosuppressive virus
CD	Capacity Development cross-cutting unit	HR	Human resources
CDS	City Development Strategy	HRD	Human resources development
CEO	Chief Executive Officer		
CeSTII	Centre for Science, Technology and Innovation Indicators	ICT	Information and communication technology
CFO	Chief Financial Officer	IDASA	Institute for Democracy in South Africa
CHAMP	Collaborative HIV/AIDS and Adolescent Mental Health Project	IEC	Independent Electoral Commission
		ILO	International Labour Organisation
CITI	Cape Town Information Technology Incubator	IMC	Inter-Ministerial Committee
CODESRIA	Council for the Development of Social Science Research in Africa	IQMS	Integrated Quality Management System
		ISP	International Science Programme
COO	Chief Operating Officer	IT	Information technology
COUPE	Contracts, outreach, user needs, performance and excellence	ITIL	Information Technology Infrastructure Library
CSIR	Council for Scientific and Industrial Research	JIPSA	Joint Initiative for Priority Skills Acquisition
CYSFD	Child, Youth, Family and Social Development research programme		
		KIRO	Knowledge-intensive research organisation
		KS	Knowledge Systems cross-cutting unit
D&G	Democracy and Governance research programme	MAPPP-SETA	Media, Advertising, Publishing, Printing and Packaging Sector Education and Training Authority
DFID	Department for International Development (UK)		
DGIS	Dutch Ministry for Co-operation	MDDA	Media Development and Diversity Agency
DoE	Department of Education	MEDS	Micro-Economic Development Strategy
DoH	Department of Health	MIT	Massachusetts Institute of Technology
DoL	Department of Labour	MOST	Management of Social Transformation
DPLG	Department of Provincial and Local Government	MoU	Memorandum of understanding
DPSA	Department of Public Service and Administration	MRC	Medical Research Council
DSD	Department of Social Development	MTEF	Medium-Term Expenditure Framework
DST	Department of Science and Technology		
DTI	Department of Trade and Industry		
		NACC	National AIDS Control Council, Kenya
EC	European Commission	NACI	National Advisory Council on Innovation
ECA	Economic Commission for Africa	NEDLAC	National Economic Development and Labour Council

NEPAD	New Partnership for Africa's Development	SANRAL	South African National Roads Authority Limited
NEQI	National Education Quality Initiative cross-cutting unit	SAQA	South African Qualifications Authority
NGO	Non-government(al) organisation	SARS	South African Revenue Service
NIMH	National Institute of Mental Health (US)	SASAS	South African Social Attitudes Survey
NRF	National Research Foundation	SASSETA	Safety and Security Sector Education and Training Authority
NSI	National system of innovation		
		S&T	Science and technology
OECD	Organisation for Economic Co-operation and Development	SAWID	South African Women in Dialogue
OVC	Orphans and vulnerable children	SCI	Society, Culture and Identity research programme
		SCM	Supply chain management
PAITECS	Public purpose, Africa outreach, implementation networks, transformation, excellence, capacity development and sustainability	SDS	Skills development strategy
		SES	Socio-Economic Surveys
PASA	Publishers' Association of South Africa	SET	Science, engineering and technology
PAU	Policy Analysis cross-cutting unit	SETI	Science, engineering and technology institution
PFMA	Public Finance Management Act (Act 1 of 1999)	Sida	Swedish International Development Agency
PHC	Public health care	SKA	Square Kilometre Array
PIMD-C	Provincial Indices of Multiple Deprivation for Children	SMME	Small, medium and micro-enterprises
PLWHA	People living with HIV/AIDS	SRS	Senior research specialist
PSA	Public Service Association	STI	Sexually transmitted infection
QLP	Quality Learning Project	TASHA	Treatment adherence support for HIV/AIDS
		TICH	Tropical Institute of Community Health and Development
R&D	Research and development		
RBM	Research business meeting	TIMSS	Trends in Mathematics and Science Study
RBTC	Resource-based technology cluster	TUT	Tshwane University of Technology
REC	Research Ethics Committee		
REPSSI	Regional Psychosocial Support Initiative for Children Affected by AIDS	UCT	University of Cape Town
RMS	Research Management System	UKZN	University of KwaZulu-Natal
RP	Research programme	UNAIDS	United Nations HIV/AIDS Programme
		UNESCO	United Nations Educational, Scientific and Cultural Organisation
SACN	South African Cities Network	UNICEF	United Nations Children's Fund
SADC	Southern African Development Community	UNISOL	Universities in Solidarity for the Health of the Disadvantaged
SADTU	South African Democratic Teachers' Union	USA	Universal Service Agency
SAGE	Study on Global Ageing and Adult Health		
SAHA	Social Aspects of HIV/AIDS and Health research programme	VAT	Value-Added Tax
SAHARA	Social Aspects of HIV/AIDS Research Alliance cross-cutting unit	WHO/AFRO	World Health Organisation Regional Office for Africa
SAMM	Surveys, Analyses, Modelling and Mapping	WITS	University of the Witwatersrand
SANPAD	South Africa-Netherlands Research Programme on Alternatives in Development	WRC	Water Research Commission

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Annual Financial Statements

31 March 2006

Introduction

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

The preparing of financial statements that fairly present the state of affairs of the HSRC as at year-end and the operating results for the year is the responsibility of the Council of the HSRC. The Auditors are expected to report on the Annual Financial Statements. The HSRC's Annual Financial Statements are prepared on the basis of the accounting policies set out therein. These policies have been complied with on a continuous basis.

Approval and post-balance sheet events

The Council of the HSRC approved the 2005/06-Annual Financial Statements set out on pages 118 to 201 on 25 May 2006. In the Council's opinion the Annual Financial Statements fairly reflect the financial position of the HSRC at 31 March 2006 and the results of its operations for the period then ended. No material facts or circumstances have arisen between the date of the balance sheet and the date of approval, which affect the financial position of the HSRC as reflected in these Financial Statements.

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



Prof. G.J Gerwel
Chairperson: HSRC Council



Dr O. Shisana
President and CEO

Pretoria, **25 May 2006**

REPORT OF THE AUDITOR-GENERAL

to Parliament on the Financial Statements of the Human Sciences Research Council for the period ending 31 March 2006

1. AUDIT ASSIGNMENT

The financial statements as set out on pages 118 to 199, for the year ended 31 March 2006 have been audited in terms of section 188 of the Constitution of the Republic of South Africa, 1996, read with sections 4 and 20 of the Public Audit Act, 2004 (Act No. 25 of 2004) and section 13 (3) of the Human Sciences Research Council Act, 1968 (Act No. 23 of 1968). These financial statements are the responsibility of the accounting authority. My responsibility is to express an opinion on these financial statements, based on the audit.

2. SCOPE

The audit was conducted in accordance with the International Standards on Auditing read with General Notice 544 of 2006, issued in Government Gazette no. 28723 of 10 April 2006 and General Notice 808 of 2006, issued in Government Gazette no. 28954 of 23 June 2006. Those standards require that I plan and perform the audit to obtain reasonable assurance that the financial statements are free of material misstatement.

An audit includes:

- examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements
- assessing the accounting principles used and significant estimates made by management
- evaluating the overall financial statement presentation.

I believe that the audit provides a reasonable basis for my opinion.

3. BASIS OF ACCOUNTING

The entity's policy is to prepare financial statements on the basis of accounting determined by the National Treasury, as described in the accounting policies to the financial statements.

REPORT OF THE AUDITOR-GENERAL

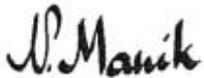
to Parliament on the Financial Statements of the Human Sciences Research Council for the period ending 31 March 2006 (continued)

4. AUDIT OPINION

In my opinion, the financial statements present fairly, in all material respects, the financial position of the Human Sciences Research Council at 31 March 2006 and the results of its operations and its cash flows for the year then ended, in accordance with the basis of accounting determined by the National Treasury of South Africa, as described in the accounting policies to the financial statements, and in the manner required by Public Finance Management Act, 1999 (Act No. 1 of 1999)(PFMA).

5. APPRECIATION

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



N. Manik
for Auditor-General

Pretoria

19 July 2006



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

COUNCIL'S REPORT

for the period ending 31 March 2006

1. Mandate and objectives of the Human Sciences Research Council

The mandate of the Human Sciences Research Council (HSRC) is derived from the Human Sciences Research Act, 1968 (Act No. 23 of 1968), as amended.

The following summarise some of the main functions of the Council provided in the Act:

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

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

The Council's Report for 2004/05 contains reference to progress made with revising the 1968 Human Sciences Research Act. The Department of Science and Technology (DST) earlier initiated a process for redrafting this Act. A draft Bill prepared by the Department was reviewed by the HSRC, with inputs from the Council and internal and external stakeholders, towards the end of 2004/05. This draft, which draws on the recommendations of the HSRC Institutional Review undertaken in 2003, focuses more specifically on the public purposes of the HSRC and is in keeping with the current legislative framework within which the Council operates. During 2005/06, further consultation related to the draft Bill informed the development of a Shareholder's Compact between the Minister of Science and Technology and the Council of the HSRC. It is expected that the draft Bill will be refined in the course of 2006/07 in preparation for a legislative process.

2. Governance of the HSRC

2.1 The Council

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

More colloquially, and in this report, "the HSRC" is taken to refer to the wider organisation – including approximately 280

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permanent, and many more short-term, employees in three centres – and "the Council" to the abovementioned group of people, who are the governing body of the wider HSRC.

The Council receives its annual Parliamentary grant through, and also reports to, the DST.

2.2 Members of the Council

In 2004 the Minister of Science and Technology appointed a new Council following due consultation and approval by the South African Cabinet. The four-year term of office of the new Council started on 1 November 2004 and expires on 31 October 2008.

Members of the Council during the 2005/06 period were:

Professor G.J. Gerwel (Chair)
 Ms N. Gasa
 Dr P. Gobodo-Madikizela
 Mr T. Makwetu
 Professor W.E. Morrow
 Mr M.E. Motala
 Mrs P. Ntombela-Nzimande
 Mr S.M. Pityana
 Mr M.V. Sisulu
 Professor E.C. Webster
 Dr F.M. Orkin (*ex officio* as President and CEO of the HSRC, until 31 July 2005)
 Dr O. Shisana (*ex officio* as President and CEO of the HSRC, from 1 August 2005)

The Council met on 26 May 2005, 7 September 2005, 24 November 2005 and 9 February 2006.

2.3 Responsibilities of the Council

2.3.1 General

In terms of the Public Finance Management Act (PFMA), the Council is the accounting authority for the HSRC. The PFMA sets out the fiduciary requirements, corporate governance duties and a range of general responsibilities of the accounting authority.

The Council is responsible *inter alia* for preparing financial statements that accurately reflect the HSRC's position and results at the end of a financial year, which is set at 31 March. The Office of the Auditor-General is responsible for reporting on the financial statements of the organisation.

In the year under review applicable accounting standards were adhered to and adequate accounting records and an effective system of internal control maintained in the organisation. Appropriate accounting policies, supported by

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reasonable and prudent judgements and estimates, were applied on a consistent basis.

The PFMA requires organisations funded with public money to formalise delegations from the accounting authority to appropriate senior managers in the organisation. The Council approved written delegations to the CEO on 15 August 2002. These in turn provide the framework for delegations from the CEO to the executive directors (EDs), which were approved on 29 May 2003. The onward delegations from the EDs to directors and other senior levels of staff were approved on 20 May 2004. Following internal restructuring during 2005/06, existing delegations were updated to provide for new post descriptions such as that of Chief Operating Officer (COO). These amendments were approved at the Council meeting of 9 February 2006.

The HSRC is listed as a national public entity under Schedule 3A of the PFMA. This classification is aligned with the public-purpose mandate of the HSRC, a matter that was confirmed in response to a request lodged in April 2005 for the possible relisting of the HSRC as a national government business enterprise, under Schedule 3B of the PFMA.

2.3.2 Going concern status of the HSRC

On the basis of the annual financial statements for 2005/06 and information regarding the forthcoming financial year, the Council has every reason to believe that the HSRC will remain a going concern:

- It continues to receive substantial Parliamentary grant funding (increased to R107,5 million for 2006/07 – a baseline grant of R97 million plus two ring-fenced grants of R5,5 million and R5 million respectively – and set to increase further to a total of R117,6 million for 2007/08, and R124,4 million for 2008/09, according to current MTEF allocations and projections).
- External research income targets for 2006/07 are likely to be met, based on historical evidence and a substantial amount of external income already secured in the form of longer-term research contracts or grants. Approximately R65 million in external income, or 43% of the external income target for the 2006/07 budget year, was already secured in the form of signed contractual agreements by May 2006, with several further agreements for funding already in advanced stages of negotiation.
- The total assets of the organisation at 31 March 2006 (some R121 million) exceed its total liabilities (about R40,2 million).
- The HSRC has proven its ability to collect income from debtors, as illustrated in the decrease in trade and other receivables between 2004/05 and 2005/06 and the introduction of more stringent debt collection policies in November 2005.

2.3.3 Appointment of new President and CEO of the HSRC

One of the functions entrusted to the Council in terms of the HSRC Act is the selection and appointment of a CEO and President of the HSRC. When the former CEO indicated his wish to step down at the conclusion of his five-year contract on 31 July 2005, the Council adopted a succession process to ensure that the process of recruiting a new incumbent would commence. Advertisements were placed in national newspapers in October 2004. After initial shortlisting and searching – the latter with the help of professional advisers – interviews took place on 11 April 2005. The successful candidate, Dr Olive Shisana, accepted the position and assumed office on 1 August 2005.

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2.4 Sub-committees

On 31 March 2006 the Council had four sub-committees: an Executive Committee, a Human Resources and Remuneration Committee, a Research Committee and an Audit Committee.

2.4.1 Executive Committee

The Executive Committee comprised the following members:

Professor G.J. Gerwel (Chair)
Mr T. Makwetu (Chair of the Audit Committee)
Dr P. Gobodo-Madikizela (Chair of the Research Committee)
Dr F.M. Orkin (President and CEO, until 31 July 2005)
Dr O. Shisana (President and CEO, from 1 August 2005)

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

2.4.2 Human Resources and Remuneration Committee

The Human Resources and Remuneration Committee comprised the following members:

Professor G.J. Gerwel (Chair)
Mr M.E. Motala
Mrs P. Ntombela-Nzimande
Professor E.C. Webster
Dr F.M. Orkin (President and CEO, until 31 July 2005)
Dr O. Shisana (President and CEO, from 1 August 2005).

The Human Resources and Remuneration Committee met on 26 May 2005, 7 September 2005, 24 November 2005 and 9 February 2006.

2.4.3 Research Committee

The Research Committee comprised the following members:

Dr P. Gobodo-Madikizela (Chair)
Professor G.J. Gerwel
Ms N. Gasu
Professor W.E. Morrow
Mr M. E. Motala
Mr S.M. Pityana
Mr M.V. Sisulu

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Professor E.C. Webster

Dr F.M. Orkin (President and CEO, until 31 July 2005)

Dr O. Shisana (President and CEO, from 1 August 2005)

Members of the Research Committee attended and contributed to the HSRC Research Conference in July 2005. The Research Committee also met on 19 and 20 November 2005, at the HSRC strategic planning *lekgotla*.

2.4.4 Audit Committee

The members of the HSRC Audit Committee are appointed for a calendar year. During 2005/06 the Audit Committee comprised two specialist external members and three members of the Council.

The specialist members were:

Mr R.J. Page-Shipp

Ms R. Xaba

The members of the Council on the Audit Committee were:

Mr T. Makwetu (Chair)

Professor W.E. Morrow

Dr F.M. Orkin (President and CEO, until 31 July 2005)

Dr O. Shisana (President and CEO, from 1 August 2005)

The Audit Committee functions in accordance with the PFMA and associated Treasury regulations. The Audit Committee also functions as the Finance Committee of the HSRC, which is reflected in its formal terms of reference (Audit and Finance Committee Charter), adopted on 27 January 2005 in accordance with the requirements of the King II Report. The committee structures its activities and reporting according to a comprehensive planned schedule, with target dates. It reviews the following documents, and reports on them to the ensuing meetings of the Council:

- annual internal audit plan,
- the external audit plan,
- periodic internal audit reports,
- the proposed budget for the year,
- quarterly and annual financial statements,
- quarterly compliance reports to DST in terms of the PFMA,
- debtors reports, and
- the annual external audit report of the HSRC.

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

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Under the guidance of the Audit Committee, a first strategic assessment of the HSRC's risk areas was conducted in 2001/02. The new internal audit service provider, KPMG, assisted the HSRC during 2005/06 in identifying and prioritising strategic risks, and developing a structured plan for implementing effective and ongoing risk management in the organisation. The Council approved the resultant risk policy framework for the HSRC at its meeting on 9 February 2006, as recommended by the Audit Committee. The Audit Committee continues to monitor risk management in the organisation on an ongoing basis (see section 7).

In terms of monitoring the implementation of recommendations of various internal and external audit reports, the following received specific attention during 2005/06:

- Further to a PFMA compliance review undertaken by KPMG in 2004/05, the development of a revised Code of Ethics remained on the agenda. This matter received further attention when requirements for the draft Shareholder's Compact, to be entered into between the HSRC Council and the Minister of Science and Technology, were dealt with. It is expected that the revised Code of Ethics and register of interests will be approved by the Council at its meeting in May 2006.
- In accordance with the requirements of the PFMA, a draft fraud prevention plan was prepared and a finalised version approved by the Council in May 2005. This plan continues to be put into operation by the HSRC, in the form of an action plan and time frames to ensure proper communication, sensitisation of staff, and implementation throughout the organisation.
- The implementation of the recommendations of an earlier Information Technology (IT) audit was monitored on a quarterly basis. A draft IT strategy document was completed in February 2006, following which a consultative process started with a view to submitting the IT strategy to the Council in May 2006. Feedback on the management of IT services that were outsourced in the course of 2005/06 also received attention.
- Progress made with the implementation of a Supply Chain Management (SCM) framework, a matter emphasised in the report of the Auditor-General in 2005, was also reviewed on a regular basis.

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

The Audit Committee met on 23 May 2005, 25 July 2005, 7 November 2005 and 2 February 2006.

2.5 Research Ethics Committee

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

The REC was reconstituted in November 2005 and its members appointed for a three-year term of office that will end on 31 October 2008. It has six external members and 19 internal representatives from the research programmes and cross-cutting units (some attending on a rotation basis). The Committee is empowered to recognise the authority of ethics committees at other institutions to approve proposals on behalf of the HSRC where necessary. The REC began functioning in 2003 and successfully applied to the US Office of Research Protections for Federalwide Assurance within its first

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year of operation. Its Institutional Review Board status (Federalwide Assurance FWA 00006347 posted at <http://ohrp.cit.nih.gov/search/asearch.asp>) remains valid.

In the financial year under review the REC met nine times and considered some 66 project proposals. Of these, some 60 proposals had been approved by May 2006, some following the incorporation of feedback from the committee and resubmission.

During 2005/06 the external REC members were:

Professor Peter Cleaton-Jones – Dental Research Institute, University of the Witwatersrand (Chair until 31 October 2005)

Professor Doug Wassenaar – School of Psychology, University of KwaZulu-Natal, Pietermaritzburg (Chair from November 2005)

Professor Christa van Wyk – Department of Jurisprudence, Unisa

Dr Jerome Singh – Centre for the AIDS Programme of Research in South Africa (CAPRISA), Doris Duke Medical Research Centre, Nelson R. Mandela School of Medicine, University of KwaZulu-Natal, Durban

Dr Mantoa Mokhachane – Chris Hani Baragwanath Hospital, Soweto

Dr Martin Bulmer – University of Surrey, United Kingdom (until 31 October 2005)

Dr Reidar Lie – Professor of Bioethics, NIH Department of Bioethics, University of Bergen, Norway (from 1 November 2005)

On 31 March 2006 the deputy chairs of the REC were Dr Mantoa Mokhachane, an external specialist member, and Dr Eric Udjo, a research director in the HSRC.

2.6 Council members' remuneration

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

Non-HSRC members of the Audit Committee are reimbursed on an hourly claims basis, according to professional fee schedules.

Where Council members are requested to provide additional advisory services to the HSRC on the basis of their professional specialities, they are reimbursed in accordance with the professional advisory fees recommended by the Auditor-General. These services include requests for a Council member to serve on interview panels for EDs, in accordance with an agreement reached with the Union (the Public Service Association) in 1998. During 2003/04, and prior to her becoming a member of the HSRC Council, Ms N. Gasa was appointed as lead consultant for an HSRC contract project dealing with women's role in transforming South Africa. Payments made for this service during 2005/06 are reflected in Note 6 of the audited Annual Financial Statements.

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2.7 Council members' interest in contracts

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

2.8 Losses, irregularities and other matters

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

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

- (i) any material losses through criminal conduct and any irregular expenditure and fruitless and wasteful expenditure that occurred during the financial year. Materiality is defined as follows: In terms of losses through criminal conduct, any identified loss should be reported. Losses through irregular, fruitless, and/or wasteful expenditure should be reported if the combined total exceeds the planning materiality figure used for the year under review, in this case R0,59 million or 0,25% of the overall budget for 2005/06.
- (ii) any criminal or disciplinary steps taken as a consequence of such losses or irregular expenditure or fruitless and wasteful expenditure;
- (iii) any losses recovered or written off;
- (iv) any financial assistance received from the State and commitments made by the State on its behalf; and
- (v) any other matters that may be prescribed.

Two suspected instances of fraud were identified in the organisation during 2005/06. The CEO commissioned KPMG to conduct a full forensic audit. The joint sum amounts to approximately R72 000. Regarding each of the two instances, a thorough disciplinary hearing was held, following which it was recommended that the staff members concerned be dismissed. These recommendations were subsequently implemented.

The HSRC is satisfied that it has reliable measures in place to detect and address any such occurrences quickly. These are reflected in its financial policies and procedures, which include revised policies and procedures. In addition, the Council-approved anti-fraud plan and implementation framework will be further developed, communicated and implemented during 2006/07.

2.9 Judicial proceedings filed during the year

Two judicial matters relating to the HSRC were dealt with during the year. In the first, judgement was passed in the High Court in favour of the HSRC in respect of a long-running dispute over the retrenchment of a former senior employee during restructuring in 2001/02. In the second, the State commenced the prosecution on four counts of fraud of a former employee who was dismissed in 2004/05. The case is still *sub judice*.

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2.10 Review of the Human Sciences Research Council

2.10.1 The 2003 Institutional Review

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

Several high-level proposals and recommendations were made, addressing matters such as the following:

- Engaging with stakeholders on the role and public purposes of the HSRC, towards incorporating these in a new Act to be prepared in conjunction with the DST;
- Institutionalising and systematising its numerous collaborations with research partners, especially in higher education institutions;
- Further extending its outreach into the rest of Africa through projects and organisational partnerships, under the New Partnership for Africa's Development (NEPAD) rubric;
- Deepening and widening transformation in the organisation and its research activities, taking into account gender, disability and race and marginalised communities and individuals;
- Improving its management information systems and updating its policies and procedures;
- Addressing issues of data preservation, intellectual property and information sharing.

The recommendations of the Review Panel, and the Council's response to these recommendations, fed into the subsequent strategic planning process of the HSRC. In February 2004, the Council approved an ongoing process for implementing the main recommendations of the Review which was initially led by 13 task teams. These task teams progressed with putting in place plans for implementing recommendations, and the Council received regular reports on this progress at its quarterly meetings. By 31 March 2006, the work of some of these task teams had been concluded, whereas ongoing activities aligned with recommendations from the 2003 Institutional Review Panel had been integrated into the new strategic plan, performance objectives and institutional structure that were adopted and implemented in the latter half of 2005/06 (see Section 3 for more details).

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Specific progress made during 2005/06 in relation to recommendations put forward by the 2003 Institutional Review Panel is summarised below:

Engaging with stakeholders on the role and public purposes of the HSRC, towards incorporating these in a new Act to be prepared in conjunction with the DST

- The first version of a draft Bill prepared by DST was reviewed by the HSRC with inputs from the Council and internal and external stakeholders towards the end of 2004/05.
- Further consultation related to the draft Bill in 2005/06 informed the development of a Shareholder's Compact between the Minister of Science and Technology and the Council of the HSRC.
- Engagement with members of DST Review Panel in February 2006 and ongoing engagement with political stakeholders such as the Portfolio Committee on Science and Technology is expected to inform further refinement of the draft Bill in the course of 2006/07, in preparation for a legislative process.

Implementing and systematising collaboration with research partners, especially in higher education institutions

- In September 2005, a meeting of Higher Education South Africa (HESA), the national association of the country's vice-chancellors, was addressed by the CEO of the HSRC on opportunities for strategic partnership between the HSRC and the higher education sector.
- A follow-up workshop involving almost all of the 23 universities represented by HESA was held in February 2006 to explore concrete ways of expanding social science and humanities research and of accelerating the development of a new generation of researchers in line with national policy.
- The nature and scope of the mutually beneficial partnerships and collaboration will be informed at a first level by a HESA-HSRC memorandum of understanding (MoU), at a second by HSRC-university-specific agreements and at a third by agreements between the HSRC and specific programmes or research groupings at universities.

Further extending outreach into the rest of Africa through projects and organisational partnerships, under the New Partnership for Africa's Development (NEPAD) rubric

- The systematic strengthening of collaboration with multilateral agencies, such as NEPAD, was prioritised in the inaugural address of the CEO and in the strategic and business plans of the HSRC.
- Discussions have been held, and will continue, both with the NEPAD secretariat and with bodies such as the Council for the Development of Social Science Research in Africa (CODESRIA). A memorandum of understanding between NEPAD and the HSRC was signed in 2005, while a memorandum of understanding with CODESRIA was developed and is expected to be finalised soon.
- An International Liaison unit was re-established in the Office of the CEO and the recruitment of a director successfully concluded.
- Collaborative work with research counterparts in other parts of Africa is continuing, with particular reference to work undertaken under the auspices of the predominantly donor-funded Social Aspects of HIV/AIDS Research Alliance (SAHARA).
- Other initiatives, notably dealing with research activities in other parts of Africa and the HSRC's engagement with NEPAD and its appropriate substructures, are highlighted elsewhere in this Annual Report.

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Deepening and widening transformation in the organisation and its research activities, taking into account gender, disability and race and marginalised communities and individuals

- The first African, female president and CEO of the HSRC was appointed on 1 August 2005. Strategic objectives set by the new CEO include a renewed and more detailed focus on staff representativeness at all levels.
- A cross-cutting Gender and Development unit has been established to ensure gender mainstreaming within the organisation. Its activities include research, external collaboration and training programmes for HSRC staff.
- A survey of staff perceptions of the HSRC and a "Gender Audit" were undertaken in 2005. Issues arising in relation to gender, race and disability are being addressed on a number of fronts under the direction of the CEO, for example through recruitment policy and leadership development interventions. Training in gender sensitivity will be offered to all staff during 2006/07 under the auspices of the Gender and Development unit.
- The introduction of "implementation networks" as a requirement for large research projects in the HSRC is intended to ensure that the needs of all relevant stakeholders, including marginalised communities, are accounted for in research design, execution and follow-up implementation.
- The new strategic direction also prioritised the research needs of marginalised communities by refocusing the HSRC research agenda on poverty, HIV/AIDS, service delivery, unemployment and quality of education. Furthermore, a new policy unit was introduced to focus on assessment of the impact of policies and programmes on the quality of life of South Africans, the majority of whom are still poor.
- Infrastructural improvements to make the HSRC's buildings fully compliant with the disability requirements of the Occupational Health and Safety Act are planned for the 2006/07 financial year.
- Shared values such as independence, non-discrimination, tolerance of diversity, honesty, integrity, respect, non-partisanship, innovation, diligence, responsiveness and collaboration are also being promoted in the work of the HSRC.

Improving management information systems and updating policies and procedures

- A COO was appointed following the internal restructuring of the HSRC in September 2005.
- The HSRC's own Research Management System (RMS), an integrated database, which is simultaneously accessible from multiple sites, was further developed and integrated into the organisation in 2005/06.
- Policies to regulate work in Human Resources (HR) and Finance were developed and approved. A new financial model to cost projects was developed. The introduction of streamlined and automated accompanying procedures, as well as staff training to support these initiatives, received ongoing attention.
- To accelerate the rebuilding of the HSRC's IT capacity, the network and backup support functions of IT were outsourced, the hardware and software platforms are being strengthened and improved arrangements for IT governance have been introduced.
- A new Supply Chain Management unit, an appropriate structure for risk management, and a dedicated Legal Services unit are being put in place.
- An electronic research library is being developed, and it is intended to increase the access of external users progressively.

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Addressing issues of data preservation, intellectual property and information sharing

- An in-house "knowledge management practices survey" project was undertaken during 2005/06, with findings and recommendations expected to be considered in 2006/07.
- An agreement was reached in principle with Stats SA, for it to become the repository of research data from the HSRC, making this accessible to the wider public.
- Oversight of the management of intellectual property rights is now provided by the Legal Services unit.

2.10.2 The 2006 DST review of institutional review reports of science councils

During February 2006, a review panel was appointed by the DST to review the institutional review reports for various science, engineering and technology institutions (SETIs) developed in the period 2001 to 2004. This second "wave" of institutional reviews was intended to assess the extent to which institutions have implemented the generic and specific recommendations of the 1997/98 System-Wide SETI Review and to identify universal problems with implementation and the related implications for the governance of the science and technology system.

Members of the HSRC Council and executive management team met with the 2006 Review Team on 9 February 2006. Discussions during this meeting also focused on new strategic objectives for the HSRC and the SETI environment in general. A report emanating from this system-wide review process is expected to be published during 2006/07.

2.11 Self-assessment of performance

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

The Minister of Science and Technology is mandated to select and appoint members of the HSRC Council on a four-year term of office, following a broad consultative process. Any formal review of the size, mix of skills, expertise and experience in relation to the effective, efficient and accountable functioning of the Council thus needs to be undertaken in the context of the relevant legislation.

The Council reports on an annual basis on the overall performance of the HSRC against performance objectives and targets, using key performance indicators developed for this purpose. Section 10 of this report contains an overview of such performance during 2005/06. The Council will continue to report on performance against such objectives and targets in terms of the Shareholder's Compact that will be entered into with the Minister of Science and Technology with effect from the 2006/07 reporting year.

Although performance against such predetermined targets can be regarded as indicative of institutional performance, the Council wishes to state categorically that such performance measures provide but one perspective on the extent to which

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an organisation such as the HSRC, under the auspices of its Council, has responded to its public-purpose mandate. This full Council's Report for 2005/06 should therefore be regarded as further evidence of reflection on the performance of the HSRC Council during the year under review.

The Council has played a crucial role in overseeing the ongoing transformation of the HSRC, with particular reference to strategic interventions made by new CEOs in 2000/01 and 2005/06. In addition to engaging with strategic issues during quarterly meetings of the Council and its sub-committees, Council members also attend important strategic planning meetings of the HSRC, for instance the annual researchers' conference and strategic planning *lekgotla*.

Examples of major contributions made by the HSRC Council during 2005/06 include:

- strategic engagement with the development of a new HSRC Bill;
- the appointment of a new CEO;
- consideration and approval of a new strategic vision and organisational structure for the HSRC;
- high-level meeting with members of the DST-appointed Review Panel tasked with reviewing the slate of institutional review reports that followed on the 1997/98 review cycle;
- involvement in the development of a Shareholder's compact, to be entered into between the HSRC Council and Minister of Science and Technology;
- approval of several new policies and strategies, including a communication strategy, media policy, HR policies, new financial models, and the outsourcing of services such as IT.

2.12 Challenges remaining

Matters remaining high on the agenda of the HSRC Council and management team include:

- the refinement and subsequent promulgation of a new HSRC Act, informed by careful consideration of the mandated objectives – or public purposes – of a new HSRC;
- active involvement in conducting and co-ordinating research, while developing new models of research collaboration in consultation with higher education institutions and other role-players in South Africa, other parts of Africa and abroad;
- meaningful contributions to research capacity development at both individual and institutional level;
- transformation and empowerment of the workforce at all levels, so that disparities associated with race, gender and disability are eradicated;
- ongoing commitment to improving the quality and impact of its research;
- finding and channelling the resources – human, capital and institutional – to achieve organisational objectives and meet national needs in a systematic and sustainable way.

These challenges have been put into operation in terms of strategic objectives for the HSRC, as outlined in its three-year strategic plan for 2006/07 and beyond, and in its business plan for 2006/07.

2.13 Appreciation

The Council wishes to recognise the strategic leadership role played by Dr F.M. Orkin, former President and CEO, in

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transforming the HSRC from August 2000 until July 2005. It expresses its appreciation to Dr O. Shisana, new President and CEO, for the way in which she has already embarked on a process of consolidation and further transformation in the interest of the HSRC and the public-purpose mandate it serves. It supports the strategic direction and ethical values informing this new approach. Other members of management and staff of the HSRC are thanked for their support and the key contributions made to ensure that the work of the HSRC is regarded as relevant, non-partisan, accountable and excellent.

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

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

3. Organisational developments

3.1 Consolidation and renewal: New vision, strategic direction and priorities

During 2005/06, the HSRC entered a new phase of institutional development when the Council appointed a new CEO and President for the organisation. Dr O. Shisana, the first African and female CEO, took office on 1 August 2005. In her inaugural presentation to staff on that day, she referred to past achievements as well as to new challenges. The task at hand was "to ensure that the progress that has been made is sustained whilst taking the organisation onto new heights".

The vision of the HSRC was newly formulated, as follows:

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

The following strategic priorities were identified as "longer-term business objectives" in the HSRC's Strategic Plan for the period 2006/07–2008/09:

- to consolidate and strengthen its public-purpose research activities;
- to contribute to prioritised policy issues of national importance through the introduction of a cross-cutting policy unit;
- to strengthen research collaboration and network activities in partnership with institutions and individuals in other parts of Africa;
- to increase the relevance, utilisation and potential impact of human and social science research by means of implementation networks;
- to confirm the excellence of research work by emphasising peer-reviewed publication of scholarly articles by senior as well as emerging researchers;

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- to contribute to human capital development in the human and social sciences through the consolidation and expansion of research internship and fellowship programmes;
- to accelerate transformation in the HSRC, with particular reference to African representation in senior research and management positions;
- to retain and empower critical staff and skills in the HSRC; and
- to ensure the financial sustainability of the HSRC.

These strategic priorities build on key recommendations from the 2003 Institutional Review Panel, as listed on pages 24 to 25 of its report:

- strengthening administrative support services and systems to better support the requirements of research programmes and teams operating from several different offices and sites;
- deepening the transformation of the organisation, with particular reference to gender, staff representivity at senior levels, research needs of marginalised people, as well as communicating research findings to the public at large;
- developing opportunities and platforms to support research collaboration, networking and capacity development in the social sciences, across South Africa and the continent;
- engaging with issues related to intellectual property and the preservation and management of research data; and
- considering the formulation of its public purposes "as a statement of its *raison d'être* for inclusion in a new HSRC Act" (HSRC Institutional Review Report, 2003, p. 119), which could serve as "justification or warrant for receiving public funds", while simultaneously providing the HSRC with "a powerful set of criteria against which to judge its own actions" (HSRC Institutional Review Report, 2003, p. 97).

The HSRC subsequently arranged its new strategic mantra, also associated with sentinel indicators of institutional performance, according to the following headings:

P	Public purpose
A	Africa outreach
I	Implementation networks
T	Transformation
E	Excellence
C	Capacity development
S	Sustainability

The renewed vision and strategy for the HSRC necessitated the strategic realignment of its activities.

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3.2 Restructuring: Purpose, process and outcomes

As mentioned above, the new approach proposed by the CEO in August 2005 resonated closely with recommendations contained in the report of the 2003 Institutional Review Panel. It was further informed by a consultative process involving executive directors at a strategic planning *lekgotla*, and discussions with staff during meetings with the various units of the HSRC in Cape Town, Durban and Pretoria. A presentation to the Council at its meeting on 7 September 2006 outlined the need for internal restructuring, with the following objectives:

- to streamline institutional governance, by consolidating aspects of the excessively flat structure which required ten research programmes, as well as all support units, to report directly to the CEO;
- to promote greater synergy between cognate research initiatives, by grouping research areas into fewer but larger entities, thereby intending to eliminate counterproductive duplication;
- to help streamline donor support by consolidating related activities, aiming to eliminate harmful competitiveness and uncoordinated overlaps;
- to help increase critical mass and reduce administrative costs associated with multiple research programmes;
- to facilitate greater collaboration between research programmes; and
- to help sharpen the focus of HSRC research on important strategic issues.

Following Council approval, changes in the organisational structure were implemented with effect from September, taking into account the preferences of staff as far as possible, and without any losses.

Information on staff, projects and budgets captured on the Research Management System (RMS) was rearranged to reflect the new corporate structure. This enabled the organisation to continue with appropriate monitoring and reporting of performance in accordance with the new structure and accounting lines in a seamless manner.

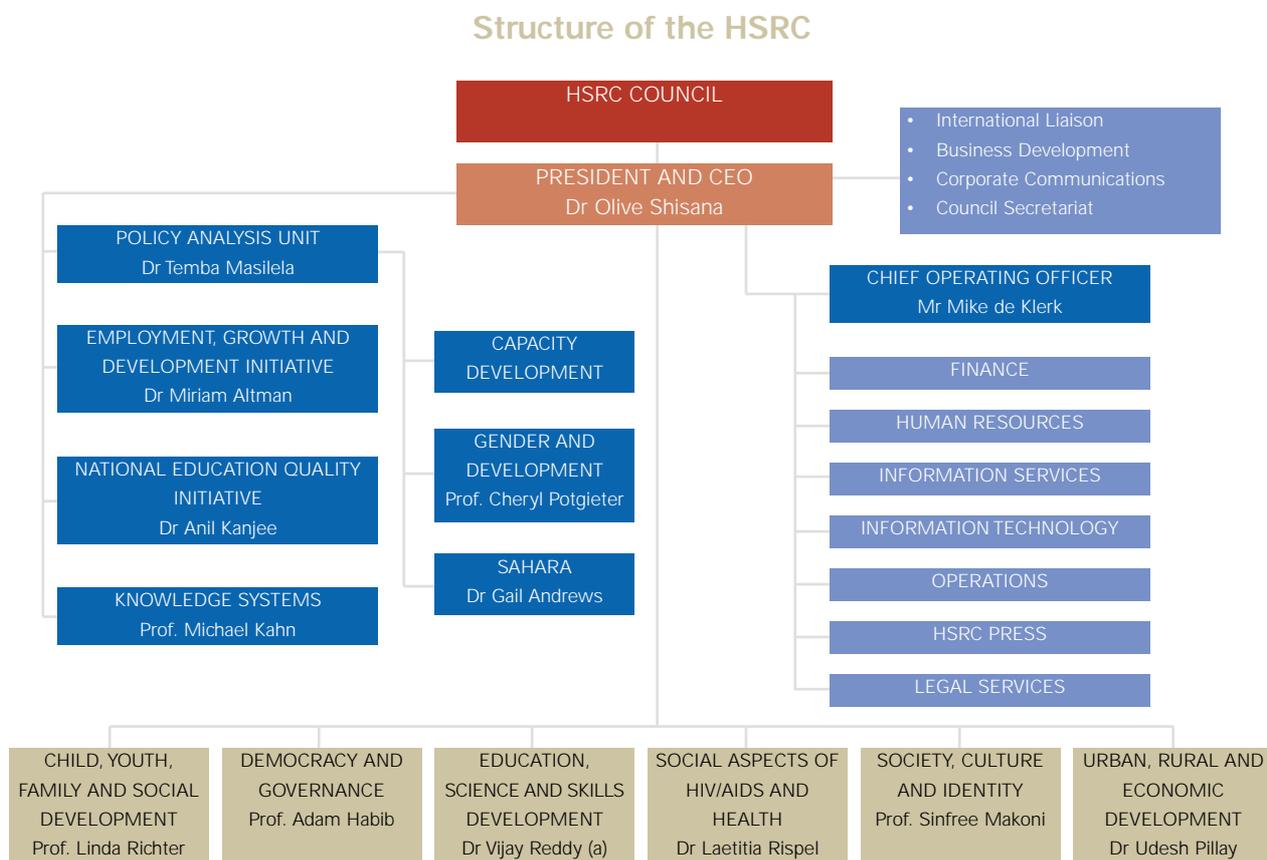
At 31 March 2006, the structure of the HSRC reflected the following:

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

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Figure 1: HSRC structure



3.3 Consolidation of the organisation's administration and infrastructure

3.3.1 Developments in the corporate support units

One of the outcomes of the internal restructuring process was the appointment of Mr Mike de Klerk as COO of the HSRC, to head up the support services of the organisation. This position was created to replace the former position of Executive Director: Corporate Services, a position that had been vacant for some time.

The duties of Chief Financial Officer (CFO) were incorporated into those of the COO. Units from the former Corporate Services that were retained in the newly restructured Support Services include Finance, HR, Information Services, Information Technology (IT), Publications and Operations. "Publications" refers to the publishing arm of the HSRC, also known as the HSRC Press, which was transferred from the Office of the CEO to Support Services as part of the restructuring process. New functions established in Support Services in the course of 2005/06 include Supply Chain Management and Risk Management. Legal Services will become an independent unit within Support Services, once transferred from the Business Development unit in the Office of the CEO, as of 1 April 2006.

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The Office of the CEO retained strategic functions related to corporate governance and stakeholder relationship management. It provides strategic direction, communicates the work of the HSRC, represents the HSRC to key stakeholders, and supports fundraising activities. The CEO, in addition to leading the team in her office, steers the direction of the entire organisation along the path laid through the strategic plan and the business plan and also contributes to the intellectual activities of the organisation in areas relevant to her own research expertise.

Units in the Office of the CEO include Business Development, Corporate Communications, Council Secretariat and International Liaison. The Council Secretariat also serves as contact point for the outsourced internal audit service. As part of the restructuring process, the former executive director in the Office of the CEO was entrusted with the responsibility of establishing the new cross-cutting unit for Capacity Development.

By 31 March 2006, there were 128 administrative staff members on permanent or longer-term contract appointments in the HSRC. This is down from the 136 reported in March 2005. Of the 128 administrative staff by the end of 2005/06, 92 were based in Pretoria, 22 in Cape Town and 14 in Durban.

Senior appointments and resignations in support units during the year under review include the appointment of a new head of International Liaison as of 1 March 2006 and the resignation of the head of Information Technology (IT) as of 28 February 2006. The contractual appointment of the director responsible for the Editorial Board of the HSRC Press expired on 31 March 2006.

3.3.2 Management, communication and monitoring systems

Policies and procedures

The process of policy and procedure formulation begun in 2004/05 to provide a clear, formal set of principles and operating framework for the activities of the HSRC has been accelerated substantially in 2005/06. This initiative was required to provide a consistent approach in the application of administrative transactions that would in future be operated online, and also to provide clear guidance to staff on organisational best practice and legislative requirements, without creating a highly bureaucratic environment. The preparation of these policies is important to ensure good governance. Care has been taken to involve relevant stakeholders in the refinement of draft policies and procedures and to ensure compliance with legislative frameworks.

To introduce uniformity into the content, format and process of policy formulation and approval itself, a "policy on policies" was approved by the Council in November 2005. The comprehensive set of HR policies approved by the Council at the same meeting was compiled in compliance with this policy. The value of these policies, particularly in guiding the resolution of the many difficult issues that are the daily fare of HR and financial management, has since been demonstrated repeatedly. Policies approved earlier in the year that have proved no less valuable in their respective spheres concern communications, media relations and telephone management.

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Further sets of policies for finance, supply chain management, IT, information services and buildings and facilities are currently being developed. Also in the process of development are an overarching Code of Ethics, to complement the Code of Conduct for staff, and the HSRC's Code of Research Ethics.

Meetings

The cycle of regular meetings to ensure ongoing communication and sharing of information among research managers and their counterparts in support services has been sustained during the review period. Some changes intended to rationalise and streamline corporate meetings were introduced in January 2006.

The format of the monthly "ED Workshop" meetings was changed to allow for quarterly meetings of the CEO, COO and EDs to focus specifically on strategic issues affecting the organisation. This forum is critical to the strategic management of the HSRC. An extended meeting structure, consisting of the CEO, COO, EDs, heads of cross-cutting units and heads of units in Support Services and the Office of the CEO, was established to focus on more operational issues affecting the organisation as a whole. This structure, known as the Senior Operations Meeting, meets on a monthly basis except for the months when quarterly ED Workshops take place.

A new initiative aimed supporting direct communication between the CEO and staff in different units was introduced. Facilitated by the Corporate Communications unit, structured meetings between the CEO and staff in different programmes and offices will in future take place on a six-monthly basis. The agenda for such meetings is open and staff are encouraged to raise issues on their minds without fear. This is critical to enabling staff to contribute to a better working environment and to build trust in the organisation.

The annual research conference, held on 27 and 28 July 2005, provided opportunities for internal networking and knowledge sharing. This annual event will be expanded in 2006/07 to provide a venue for national networking in the human and social sciences. A conference call, jointly administered by the Africa Institute of South Africa (AISA) and the HSRC, was launched in January 2006.

Strategic planning takes place at research programme/unit as well as at corporate level. Newly structured research programmes and cross-cutting units held their own *lekgottlas* in preparation for, and subsequent to, the two-day annual corporate *lekgotla* held on 17 and 18 November 2005.

The video-conference venues of the HSRC are constantly booked to accommodate meetings at project, unit and corporate levels. Regular ED Workshops, Senior Operational Meetings, Research Business Meetings (RBMs) and meetings of the REC involving staff from across the HSRC benefit greatly from this facility. The popular HSRC seminar series is open to HSRC staff as well as external guests in Cape Town, Durban and Pretoria. International visitors have been able to engage with staff from three offices during official visits to the HSRC.

HSRC staff have access to collective bargaining in terms of the recognition agreement between Management and the Public Service Association (PSA) signed on 9 May 2002. The Council approved a request that salary negotiations for 2006/07 be moved earlier so that the new implementation date for cost-of-living-related salary increases would be 1 April

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as opposed to 1 July. Thus, two rounds of salary-related negotiations were successfully concluded during the year under review. Agreement on a 5,7% across-the-board salary increase with effect from 1 July 2005 was reached between Management and Union representatives on 26 October 2005, and agreement on a 6% across-the-board increase, with effect from 1 April 2006 was reached on 30 March 2006.

Research Management and Performance Appraisal Systems

The Research Management System (RMS) was further refined and used as the primary source of management information during 2005/06. A *lekgotla* involving support staff responsible for capturing RMS data was held during August 2005 to increase awareness of the value and importance of this management tool and to identify issues of concern to be addressed by means of communication with key stakeholders, as well as ongoing system improvements.

User-friendly report formats generated from the RMS enable HSRC staff and managers alike to access relevant management information with regard to anticipated and actual income and expenditures, project progress against planned targets, research outputs, and many more.

The performance appraisal system of the HSRC is aligned with strategic organisational objectives. Up to March 2006, rubrics under the COUPE (**C**ontracts, **O**utreach, **U**ser needs, **P**erformance, **E**xcellence) were used to arrange generic key performance areas (KPA's) of all staff members of the HSRC, and also to arrange organisational key performance indicators (KPIs) that are used as the framework for setting performance targets, and to monitor and manage performance accordingly.

As of 2006/07, institutional and individual performance areas and indicators will be considered in the context of PAITECS (**P**ublic purpose, **A**frica outreach, **I**mplementation networks, **T**ransformation, **E**xcellence, **C**apacity development and **S**ustainability).

3.3.3 Investments in research infrastructure

In a year in which the budget available for capital improvements was small, two important improvements to research infrastructure were implemented. An additional 1 000 square metres of floor space was leased to consolidate the Cape Town office and to accommodate the rapid growth in staff – now more than 100 – housed in that office. The accompanying renovations have enabled all of the staff of the Social Aspects of HIV/AIDS and Health (SAHA) research programme to be located on the same floor and have incorporated the innovative and attractive use of open planning for work-stations. The upgrading of currently unused floor space on the 9th floor of the HSRC Building in Pretoria is planned for 2006/07.

A virtual improvement affecting all members of research staff was the implementation of e-library services, employing software now widely used in other parts of the world. The system offers a wide range of time-saving services, including remote access to the HSRC's catalogue and to the collection of more than 45 000 full-text journal titles to which the library subscribes. Extending these facilities to external users will in coming years help realise the vision for the HSRC of becoming a knowledge hub for the social sciences in Africa.

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Although the actual investment will occur only in 2006/07, the foundations for the most significant improvements in research infrastructure in many years were laid in the months following the new CEO's appointment. During this time, a contract was signed with Choice Technologies to outsource the maintenance of the IT network, desk support and infrastructure. The award of the contract involved undertaking a thorough due diligence investigation to determine the improvements needed to stabilise the HSRC's infrastructure platform. Arising out of this, a programme for remediation was proposed and has now been approved for implementation as early as possible in 2006/07.

Accompanying this, a strategy for the long-term development of IT was formulated by the director: IT, the essence of which is to introduce e-research techniques – now standard practice in many other parts of the world – into the HSRC. This strategy, too, has been approved and an application to National Treasury to fund the major investments in infrastructure involved is being prepared.

3.4 Developments in the research programmes and cross-cutting units

Following the internal restructuring process that took place in September 2005, the research portfolio and associated cross-cutting initiatives were arranged as follows:

TABLE 1: RESEARCH PROGRAMMES AND CROSS-CUTTERS AS AT 31 MARCH 2006

Six integrated research programmes:			
Name of programme	Acronym	Executive director	Headed from
Child, Youth, Family and Social Development	CYFSD	Professor Linda Richter	Durban
Democracy and Governance	D&G	Professor Adam Habib	Pretoria
Education, Science and Skills Development	ESSD	Dr Andre Kraak	Cape Town
Social Aspects of HIV/AIDS and Health	SAHA	Dr Laetitia Rispel (from 1 March 2006)	Pretoria
Society, Culture and Identity	SCI	Dr Xolela Mangcu (until 31 December 2005)	Pretoria
Urban, Rural and Economic Development	URED	Dr Udesch Pillay	Pretoria
Five crossing-cutting units:			
Name of unit	Acronym	Executive director	Headed from
Capacity Development	CD	Dr Romilla Maharaj	Pretoria
Gender and Development	GD	Professor Cheryl Potgieter	Pretoria
Social Aspects of HIV/AIDS Research Alliance	SAHARA	Dr Gail Andrews	Pretoria
Policy Analysis Unit, currently housing two national initiatives:	PAU	Vacant	Pretoria
<i>National Education Quality Initiative</i>	NEQI	Dr Anil Kanjee	Pretoria
<i>Employment, Growth and Development Initiative</i>	EGDI	Dr Miriam Altman	Pretoria
Knowledge Systems	KS	Professor Michael Kahn	Cape Town

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By 31 March 2006, there were 152 research staff members of various categories on permanent or longer-term contract appointments in the HSRC. Of these, 81 were based in Pretoria, 55 in Cape Town and 15 in Durban. This represents a decrease in relation to the number of researchers in the HSRC in the course of the last two years, namely from 156 in March 2004 down to 154 in March 2005, and now down to 152 (118 researchers, 17 research interns and 17 research field-workers) by 31 March 2006. The newly established Capacity Development unit, with support from research programmes, the HR directorate and external stakeholders, will play an important role in introducing a more co-ordinated and sustained approach to the HSRC's internship programme.

Senior resignations or transfers in research and cross-cutting units during the year under review include Dr Olive Shisana, ED of SAHA, who left a vacancy as of 31 July 2005 when taking up her appointment as new CEO of the HSRC, Dr Xolela Mangcu, ED of SCI who resigned with effect from 31 December 2005, and Professor Mokubung Nkomo, Distinguished Research Fellow, who reached normal retirement in November 2005. Two research directors (one in the former Surveys, Analyses, Modelling and Mapping (SAMM) research programme, the other in CYFSD) left the HSRC in the course of the year upon resignation or expiry of contractual appointment. Senior appointments during 2005/06 include those of Dr Laetitia Rispel, ED of SAHA from 1 March 2006, and two research directors – one in SAHA, the other in URED.

Information on research projects and related activities in the research programmes and cross-cutting units are provided in section 4, below. More information on activities and achievements of research programmes and cross-cutting units is also provided elsewhere in this Annual Report.

4. Review of research activities

4.1 Earnings from research contracts and grants

The financial sustainability of the HSRC is dependent on sufficient levels of funding achieved from the Parliamentary grant allocation augmented by income achieved from other sources, particularly from research contracts and grants. This increased reliance on income sources other than the Parliamentary grant enabled the HSRC to expand its researcher capacity and to respond to a broader range of current and anticipated user needs. However, the HSRC remains mindful of the risks of financial exposure and changes in the organisational research climate that might be associated with setting inordinately high external income targets.

The Council, particularly through its Research Committee, has in the past identified the dependency on external research funding as a potential risk to the quality and independence of HSRC research. While acknowledging that short-term, relatively low-income, research contracts undertaken for South African government departments are often the best vehicles to ensure engagement with relevant decision-makers and eventual research implementation and impact, a balance needs to be struck between different types and sources of research funding. The 2003 HSRC Review Panel also identified the pressure on researchers to achieve external targets as a source of concern, and South Africa's National R&D Strategy, approved by the Cabinet in July 2002, indicated that sufficient levels of core funding should be made available to science councils to ensure that they remain able to undertake "strategic research that is in the long-term national interest" (pp. 63, 82).

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The Council therefore welcomed the approach towards the achievement of external income targets highlighted by the new CEO in her inaugural speech, by the HSRC in its new marketing and fund-raising strategy, and in the emphasis on both "P" (public purpose) and "S" (sustainability, particularly by means of longer-term, larger grant allocations) highlighted in the new "PAITECS" strategic approach introduced in the strategic planning and budget documents for 2006/07 and beyond. In the three-year Strategic Plan for 2006/07 to 2008/09, a specific case for increased levels of Parliamentary funding was argued, aimed at gradually closing the gap between the levels of funding received from the Parliamentary grant and from extra-parliamentary sources.

The following principles will increasingly inform the HSRC's approach towards achieving its overall funding targets:

- The achievement of income targets is a shared responsibility, with the CEO and senior research managers carrying a heavier responsibility in terms of engaging with relevant decision-makers, opening doors to opportunities, and providing guidance and support to those preparing proposals as well as delivering on research projects.
- Three important prongs to the marketing and fund-raising strategy are endorsed, namely "growing the Parliamentary grant allocation", "improving access to public funds", and "securing research income from selected funding organisations".
- Externally-funded research projects should complement the broad strategic thrust and national priorities, identified as core areas of work for research programmes in the HSRC. Otherwise, the fragmentation of research efforts may lead to reduced efficiencies, unnecessary competition with other research organisations already active in other areas of work, and loss of potential impact.

The Council further recognised that this new approach to fund-raising will require more attention to stakeholder relationship management, an issue that will require careful co-ordination, attention to systems and human capacity development, and managerial support.

By the end of 2005/06, the HSRC had secured almost R119 million in external research income, 8% less than the target. This was mainly because the target for SAHARA was set too high for 2005/06; this has been corrected in 2006/07. More details on how the new financial model and funding strategy of the HSRC impacted on the management of the overall HSRC budget for 2005/06 are provided in section 5 below. Despite the reduced level of income generated, the HSRC in 2005/06 did not have a deficit. This was because the organisation was able to save approximately equal amounts of money as a result of fewer project activities and outsourcing services. Furthermore, a careful approach to cash flow management was in place. The final result was the realisation of a small surplus for the year under review.

While the HSRC has continually been able to exceed external research income targets set for previous years, the achievement for 2005/06 is not regarded as an immediate cause for concern. It should be noted that 2005/06 was an extraordinary year, which involved internal restructuring and some element of inward focus and consolidation before renewed attention could be focused on external funding opportunities and targets. Some units, particularly in cross-cutting areas, were newly established and required start-up funding. It is expected that these units will contribute to the achievement of external research income as of 2006/07.

The Council, also through its Audit Committee, and in conjunction with the HSRC management team, continues to monitor progress against external income targets. Rather than envisaging short-term corrective action only, the Council

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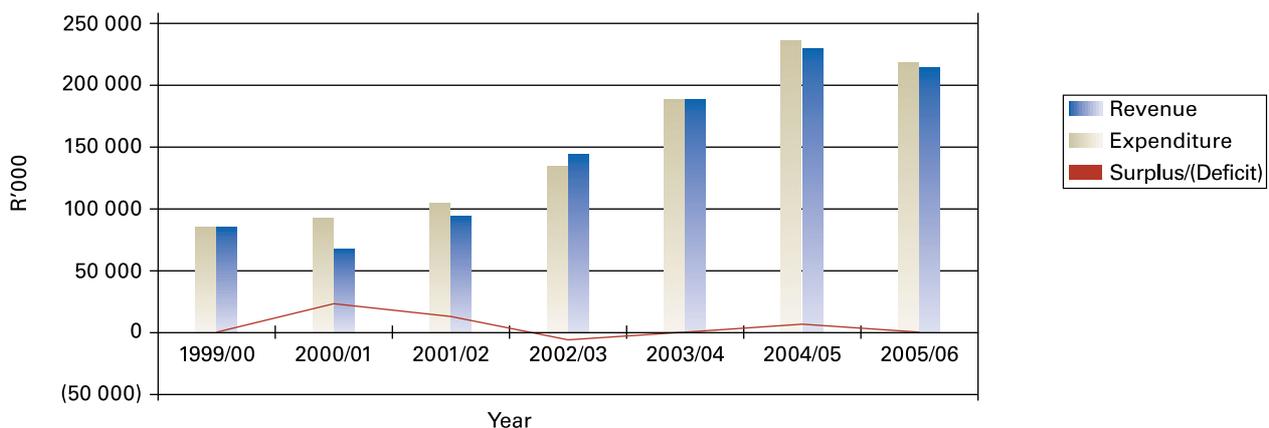
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believes that the longer-term sustainability of the organisation, particularly in achieving its public-purpose mandate, will benefit from relatively higher levels of public investment through the Parliamentary grant allocation.

Over the next two to three years the HSRC will develop a firmer idea of the sustainable balance between funding from the Parliamentary grant and the various forms of external income. Meanwhile, it is moderating the growth in its permanent payroll by the appropriate use of contract appointments. These aspects of risk will continue to be closely managed.

Figure 2 shows historical trends with regard to the generation and utilisation of research income over the past seven years. The growth in the blue bars in Figure 2 illustrates the combined effect of sharp increases in external research earnings, more recently further supported by increases in the Parliamentary grant and ring-fenced funding allocated to the HSRC. Table 2 also shows the respective surpluses or deficits realised at the end of the financial years concerned.

Figure 2: Income, expenditure, surpluses and deficits for the past seven years (in nominal rands)



The Parliamentary grant was R85,1 million for 2005/06, compared to R79 million in 2004/05 (see table 2 page 142). These amounts were augmented by additional ring-fenced funding received for work of the Centre for Science, Technology and Innovation Indicators (CeSTII) as well as other external income earned for research and non-research activities. The Parliamentary grant for 2005/06 thus increased in real terms, even after allowing for inflation, compared to the previous year.

As shown in table 5 in section 5, these figures then have to be adjusted for deferred income regarding depreciable assets at financial year-end. This is shown in the top row of table 2 on page 142.

The HSRC uses Parliamentary grant funding to undertake projects that anticipate research needs, handle tasks for sectors or communities of users that cannot afford to commission work, and leverage donor funds in shared undertakings. It also deploys funds from its Parliamentary grant allocation to help create and maintain research infrastructure, build

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external networks and internal capacity, and update technology.

The external research income from contracts and grants of approximately R117 million for 2005/06 appears in table 2 as separate lines: contract income totalling R112 million (from South African government departments, other South African sources, and international funding sources including foundation grants), and the ring-fenced grant. In addition, other lines in table 2 show that the HSRC also received income from research-related products and services, including book sales, royalties, and interest received on grant funds received in advance, as well as from non-operational sources such as rental income received on the HSRC Building in Pretoria.

When all these additional revenues (operational and non-operational) from sources other than the Parliamentary grant are summed, and taken as a share of total HSRC revenue, the resulting proportion, for each of the past five years, continued to grow: from 31% in 2000/01 to 64% in 2004/05 and now 61% in 2005/06 – from less than one-third to almost two-thirds of the total revenues of the HSRC. The need to achieve more balanced levels of funding – nearer to a 50% proportion of external revenue – has been recognised as a strategic organisational objective.

TABLE 2: HSRC INCOME FOR 2004/05 AND 2005/06

Funding source	2005/06				2004/05	Actual 2005/06 vs actual 2004/05
	Budget	Actual	Variance budget vs actual	% of total	Actual	
	R'000	R'000	R'000	%	R'000	%
Parliamentary grant – core funding	84 458	85 130	672	-4	79 198	7
Utilised for research	0	78 333	78 333	-392	73 701	0
Utilised for institutional costs	0	7 469	7 469	-64	6 359	90
Deferred income	0	(672)	(672)	4	(862)	-22
Project-specific (ring-fenced) Parliamentary grant	4 500	5 000	500	-3	4 000	25
External contract funding	138 047	112 456	(25 590)	136	135 705	-17
Income from intellectual property (patents, royalties, etc.)	0	37	37	0	117	(1)
Commercial services	600	1 440	840	-4	902	1
Non-operational income – rent received	8 078	6 067	(2 012)	11	8 501	(0)
Non-operational research income – other	0	5 682	5 683	-30	8 527	(0)
Non-operational research income – investment income	100	1 191	1 091	-6	458	2
Total	235 783	217 003	(18 780)	100	237 408	-9

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A positive trend in terms of external research income is the number of larger-scale, multi-year projects, providing more security in terms of future external research earnings. The result is that the HSRC commenced the 2004/05 and 2005/06 financial years with more than half of the target for external research earnings already under contract, and is entering the 2006/07 financial year with almost half of its external earnings already secured in the form of signed contracts.

4.2 Changing composition of research earnings

During 2005/06, the HSRC responded to a broad range of tender and grant opportunities. Information on new funding applications submitted in this period was captured by the Business Development unit as well as administrators in research programmes and cross-cutting units. Some 163 proposals submitted to external sources of funding were analysed (153 in 2004/05). The overall success rate among these 163 proposals, for which an outcome was known by May 2006, was 65% (compared to 54% at a similar stage in 2004/05). The HSRC understands that these rates are well above the average of international standards for similar development-research organisations; this is partly attributable to the HSRC's selective responses to such opportunities and partly to the quality of the submissions.

The tender invitations to which the HSRC responds are typically issued by South African government departments or public entities, at national, regional or local level. International competitive tenders, i.e. defined by the users and with predetermined closing dates, are also predominantly issued by publicly funded agencies. Some 89 proposals in response to competitive calls of this kind were recorded during the 2005/06 financial year (106 in 2004/05). The success rate, on information available at May 2006, was 51% (compared to 43% in 2004/05). If only South African competitive tender applications are taken into account, some 31 tender proposals were recorded. Of these 22 were known successes by May 2006. This represents a resounding success rate of 71%. It seems as if the HSRC has learned to become much more selective in its responses to South African tender invitations as of 2005/06, thus having a better chance of being successful. This more selective approach should place less pressure on researchers who are often pressed for time to submit proposals in response to South African tender invitations, and reflects the principles informing the HSRC's new approach to fund-raising. During 2004/05, some 63 South African tender proposals were submitted, but only 19 of these were successful – a success rate of 30%. Similar, relatively low, success levels were recorded in 2002/03 (25%) and 2003/04 (32%).

Over and above the regular Research Business Meetings, funding opportunities are also identified when potential collaborators – often from international research institutions – approach HSRC research leaders directly with the request to participate in proposals. Research leaders are similarly selective in their responses to such invitations, requiring that their participation would add competitive advantage to the proposal, and that the proposal itself should fit in with HSRC research priorities and the development needs of South Africa.

Another risk that needs to be addressed prior to submitting such funding proposals – particularly for large, multi-year research grants – is the possibility of the HSRC under-recovering its overhead costs on such a project. The HSRC will either have to “walk away” from funding opportunities where donors are inflexibly prescriptive about levels of allowable overhead costs or seek to secure co-funding for part of the project, should this be deemed of national importance.

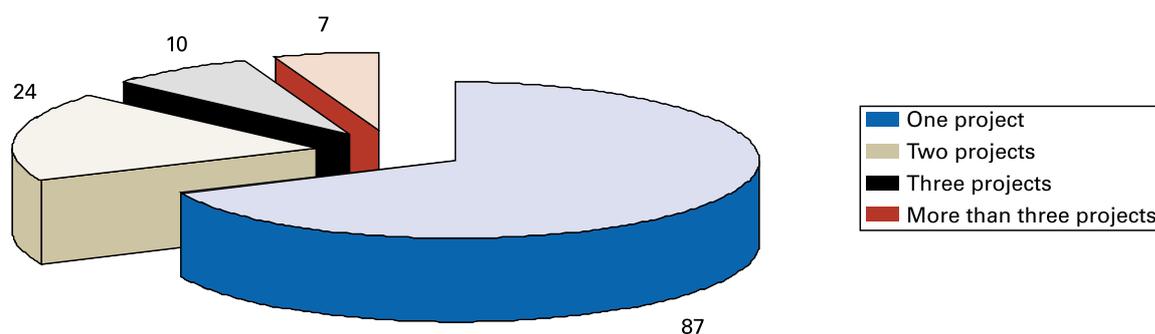
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Potential funders are increasingly approaching the HSRC with direct requests to submit proposals for research work that needs to be undertaken. Some are follow-ups, after successful completion of an earlier project. Others represent "restricted" or "closed" tender opportunities where a few (and sometimes only one) selected potential service providers are requested to submit proposals. Fifty-three of the funding applications recorded in 2005/06 were prepared following a direct request from the potential funder (42 in 2004/05). Of these, 51 (96% of the applications submitted) were known to be successful by May 2006, with a further two still awaiting feedback. The corresponding success rate recorded for 2004/05 was 86%.

When analysing projects supported by external funders in 2005/06, the value of "repeat customers" becomes evident. Of 208 different projects considered, almost 60% (121 projects) were funded by organisations that were willing to support more than one HSRC project during the 2005/06 financial year. The range of "multiple customers" included South African government departments, non-government organisations, international development agencies as well as local and international foundations. Each multiple funder supported anything between two and 14 projects – obviously varying in size, duration and research topic – during 2005/06. Figure 3 provides a visual overview of this analysis.

Figure 3: Number of funders supporting one or more HSRC projects



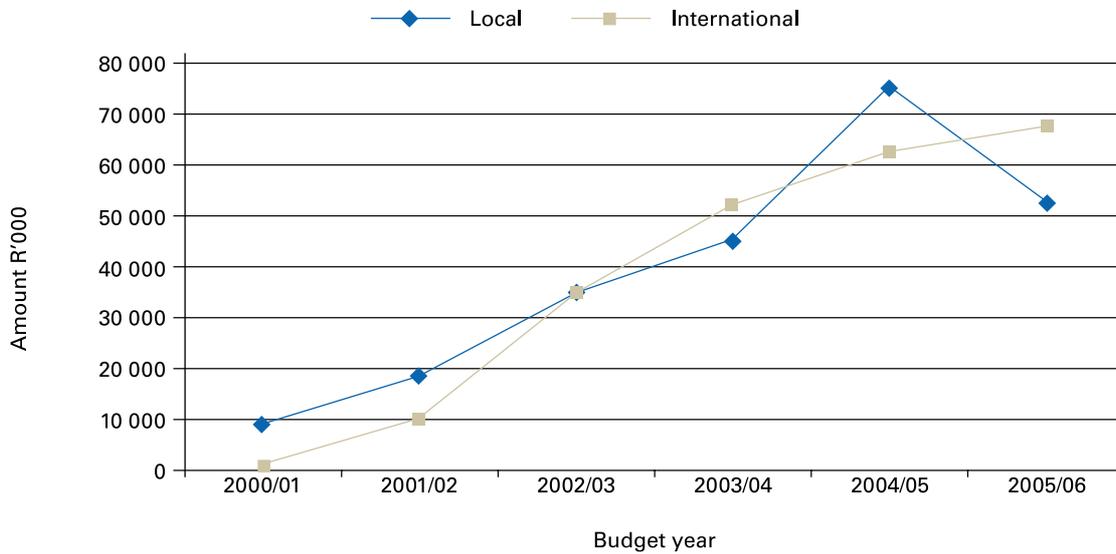
The HSRC has started to reap the benefits of submitting proposals to international and national foundations or grant-making agencies. Such agencies often allow applicants to determine the research problem and approach within a specified broad thematic area.

A corollary of the increase in foundation and international competitive grants is that the proportion of the HSRC's support from international sources has risen over recent years. This extends the science and technology (S&T) funding base of the country as a whole, and the benefits are experienced not only by the HSRC but also by its collaborators on these projects in higher education institutions and NGOs. The grey line in figure 4 shows how the level of external income from international sources has risen over the last six financial years.

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Figure 4: Local and international sources of external research funding



The mixture of tenders, requests and grants described in this section, and of local and international sources, has ensured the HSRC's growth and financial sustainability. This has in turn enabled the HSRC to extend the range and quality of its services to its users and thereby to its wider beneficiaries in South Africa and beyond.

4.3 Nature and distribution of research projects and associated earnings

During 2005/06, 248 research projects were undertaken. The major share of research earnings continues to be accounted for by longer-term, large-scale, externally funded projects. Seventy-four of the 248 research projects can be described as "large", in the sense that they had recorded income of at least R500 000 for the year. Table 3 shows the 20 largest research projects undertaken in the HSRC during 2005/06, in terms of project income. This table displays the amounts received for research during the reporting year, to a total of R79,4 million, for the top 20 projects. Of this amount, almost R70 million was received from sources other than the Parliamentary grant. It is striking that the external income component of approximately 8% of the research projects registered in 2005/06 contributed to almost 60% of the HSRC's external research turnover of R117 million for the year. The Parliamentary grant contributed almost R10 million to these "top 20" projects, all of which were undertaken in the national interest. Furthermore, it is noteworthy that several of these projects benefited from grants made available by a number of funders with an interest in supporting work that is regarded as being in the public good. Most of these projects extend over two to three years. This serves as a practical illustration of the "Sustainability" requirement set for the HSRC under the new "PAITECS" strategic approach.

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TABLE 3: TOP 20 RESEARCH PROJECTS FOR 2004/05

Research project	External funder	External income R'000	Parl. grant R'000	Total R'000
OVC Project: 3 Countries (Botswana, South Africa and Zimbabwe)	W.K. Kellogg Foundation	14 448		14 448
SAHARA	Canadian International Development Agency (CIDA) UK Department for International Development (DFID) Directorate-General for International Co-operation (DGIS), Netherlands Ministry of Foreign Affairs Ford Foundation	12 682		12 682
Project Accept	National Institute of Mental Health, via University of California	6 281		6 281
SABSSM II Main Study	Centers for Disease Control and Prevention Nelson Mandela Foundation Swiss Agency for Development and Co-operation	4 527	500	5 027
Research and Development (R&D) Survey	Ring-fenced amount from DST	4 944		4 944
HSRC Surveys Programme (SASAS)	Subscribers	963	3 660	4 623
National survey on attitudes and perceptions of South Africans on issues related to the Municipal Elections	Independent Electoral Commission	3 533		3 533
Permanent Residents Registration Survey	Department of Home Affairs	3 505		3 505
Lesotho Highlands Water Project: Further phases: Feasibility Study for Phase II	Lesotho Highlands Development Authority	2 794		2 794
Birth to Twenty Study	Wellcome Trust	2 693		2 693
Social Grant Beneficiaries	Geospace International	2 665		2 665
OVC Technical Assistance	W.K. Kellogg Foundation	2 351		2 351
Race and Redress	Charles Stewart Mott Foundation Ford Foundation Konrad Adenauer Foundation	1 237	1 319	2 556

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Research project	External funder	External income R'000	Parl. grant R'000	Total R'000
Knowledge Management Conference	DST	2 080		2 080
HRD Review 2006			1 850	1 850
Quality Learning Project	JET Education Services	1 602		1 602
Identity, Africa and the World Distinguished Lecture Series	Institute of International Education Nelson Mandela Children's Fund Nelson Mandela Foundation Open Society Initiative for Southern Africa	592	982	1 574
Urban Development Implications of the FIFA World Cup 2010 on South African Cities			1 518	1 518
Gender Violence and HIV Risk Reduction in South Africa (Men's Grant)	National Institute of Mental Health (NIMH), via University of Connecticut, USA	1 386		1 386
Africa Genome Initiative – Phase 3 Kenya Conference	Bill and Melinda Gates Foundation Ernest Oppenheimer Memorial Trust Nelson Mandela Foundation	1 332		1 332
		69 615	9 829	79 444

The table further illustrates the broad range of the HSRC's funding base. Government departments, civil society as well as international and South African foundations are included in the impressive list of top HSRC research funders for the year under review. These large-scale projects also entailed significant levels of engagement with external stakeholders, given the frequency of survey-type studies and conference engagement supported.

4.4 Deployment of the Parliamentary grant

The HSRC receives a Parliamentary grant in order to implement its statutory public-benefit mandate, to undertake, stimulate and promote policy-relevant, applied social science research that contributes to the development of South Africa and the region, and particularly the advancement of its inhabitants who are poor, vulnerable or marginalised.

The Parliamentary grant is the HSRC's largest single, and most predictable, source of income. However, there are limits to what can be achieved with the Parliamentary grant allocation. During 2005/06, the Parliamentary grant contributed to less than half of the HSRC's total research turnover. The size of the HSRC's annual salary bill alone exceeds its entire Parliamentary grant. The HSRC therefore needs to apply Parliamentary grant funds in the most strategic and beneficial way possible.

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Table 2 in section 4.1 shows that some R73,7 million of the Parliamentary grant of R85,1 million for 2005/06 was directly allocated to research activities. Of this amount, approximately R40 million was spent on research projects, as reflected in figure 5 below, while some R32,7 million was applied to research capacity building and to infrastructure support within the research programmes. The remaining, relatively small, proportion of the Parliamentary grant is used for institutional costs required to maintain basic research infrastructure and respond to responsibilities as a public entity. The Parliamentary grant is allocated following a strategic planning *lekgotla* and meetings of senior management where emerging priorities and the overall budget targets for the HSRC are considered.

Parliamentary grant funds are spent on research projects of strategic or developmental relevance where

- "market failure" is evident, and the proposals were able to stand the test of external peer review;
- the HSRC uses some of the Parliamentary grant to "seed-fund" a new initiative where external funding might be obtained in future;
- external funders, notably South African government departments or international donor or aid agencies, require co-funding from recipients; and
- the coverage or quality of the study may be improved, to public benefit, by co-funding, for example increasing the size of the sample to enable policy-relevant breakdowns.

Examples of research projects in the first category include the longitudinal international Trends in Mathematics and Science Study (TIMSS), which has evidently informed the initiatives introduced by the national and provincial departments of education to prioritise mathematics and science education; a study aimed at analysing the relationship between exchange rates and employment, and work dealing with urban development implications of the FIFA World Cup 2010 on South African cities.

The SAHARA research network provides an example of HSRC initiatives that were initially supported with seed funding from the HSRC Parliamentary grant but subsequently became virtually independent in terms of financial sustainability. An ambitious, multi-disciplinary and multi-dimensional research project on South Africa's role in Africa has also benefited from an initial investment of Parliamentary grant funding, following which a range of potential funders were approached for co-investment in this study.

Examples of projects in the third category include a stocktaking report on mother-tongue and bilingual education in Africa, of interest to international development agencies including UNESCO, education authorities in South Africa as well as stakeholders ranging from textbook developers to parents and educators. The Birth to Twenty study, funded by the UK-based Wellcome Trust, is another example of a project in the third category.

Various separately commissioned studies focusing on indicators of child well-being benefited from support described in the fourth category, through value-adding comparative work, creating synergy and higher levels of understanding as a result.

The contributions made by research programmes, in the Highlights and respective programme sections of this Annual Report, provide more detailed discussion of projects supported by the Parliamentary grant, their importance and impacts.

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Figure 5 shows that 91 of the 248 research projects undertaken during 2005/06 were supported in full or in part by the R40 million of the Parliamentary grant assigned in this way. Figure 6 shows the relative amounts of funds allocated to the different forms of support for research projects in the HSRC.

Figure 5: Sources of project funding

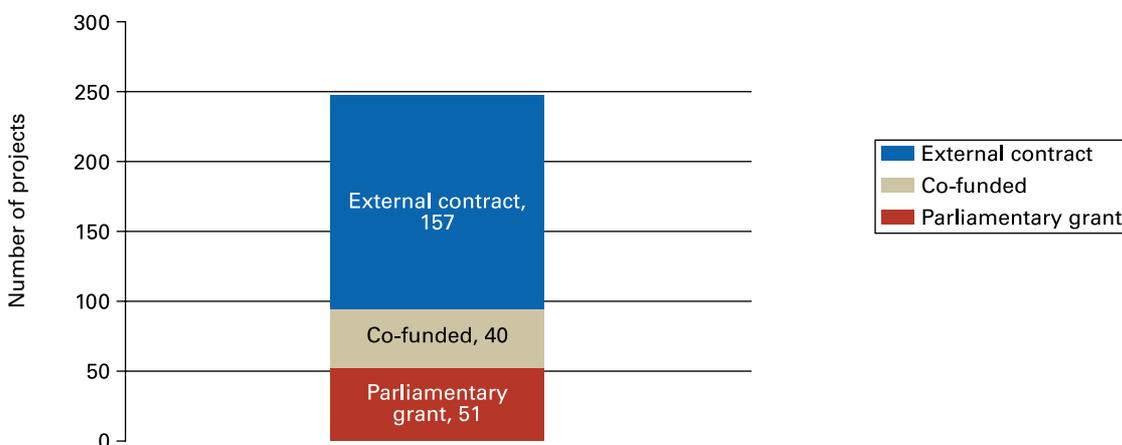
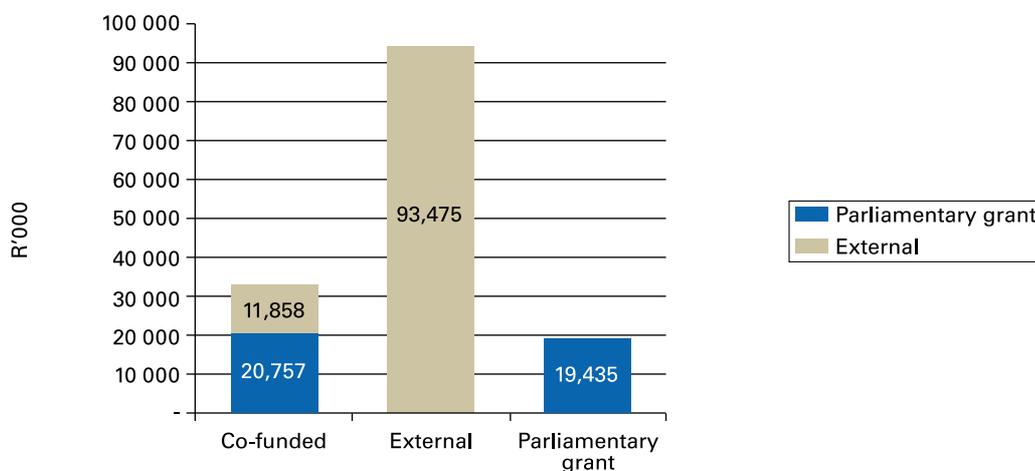


Figure 6: Utilisation of research income



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4.5 Outreach to collaborators and stakeholders

The 2003 Institutional Review Panel recommended that the HSRC should develop opportunities and platforms to support research collaboration, networking and capacity development in the social sciences, across South Africa and the continent.

Collaboration with researchers outside the HSRC has become quite frequent, in research projects with Parliamentary as well as external funding. During 2005/06, 67% of 248 HSRC research projects recorded payments to external collaborators. The relationships span South Africa, the SADC countries, the rest of Africa and industrialised countries. The corresponding figure reported for 2004/05 was 51% of 283 projects, or 144 research projects. HSRC projects across the range, but especially the larger ones, involved significant collaboration with outside researchers with specialised knowledge or networks in areas of mutual interest. The number of client reports authored or co-authored with researchers outside the HSRC, as reflected in the list of publications elsewhere in this Annual Report, is also an indication of meaningful collaboration with external research partners.

Collaboration with fellow science councils in projects and planning forums has also expanded. Researchers from the Agricultural Research Council (ARC), CSIR and Medical Research Council (MRC) were involved in projects listed on the RMS for the 2005/06 budget year, for example projects on food security, technology transfer and HIV prevalence respectively. The National Research Foundation (NRF) and the Water Research Commission (WRC) were also listed as funders of 2005/06 projects.

The following serve as anecdotal evidence of contributions made by the CEO of the HSRC in the period 1 August 2005 to 31 March 2006 in terms of strengthening and institutionalising relations with related institutions in South Africa, Africa and the international research community:

- Focus on Africa: The Council for the Development of Social Science Research in Africa (CODESRIA) was visited in October 2005 to explore areas of mutual interest between the HSRC and CODESRIA. The following areas of common interest will be further explored, in the context of a MoU that is expected to be finalised in 2006/07:
 - capacity-building, by providing a platform for training young researchers from the South and the West through exchange programmes;
 - improving the interface between CODESRIA and SAHARA as they both tackle socio-cultural issues related to HIV/AIDS;
 - collaboration between researchers from South and West Africa on projects that inform policy, particularly in areas such as unemployment across the continent, economic growth, human rights and democracy, child, youth and family development and the South Africa in Africa project; and
 - access to existing CODESRIA networks.
- Collaboration with higher education institutions in South Africa: Following a presentation to representatives of Higher Education South Africa (HESA), a consultative workshop took place in February 2006, leading to a joint statement of collaboration affirming that social science and humanities research is fundamental to economic, social and cultural development and to nation-building. Both organisations undertook to draft an MoU with the aim of promoting and advancing social sciences and humanities research in the public and private sectors. Apart from a generic MoU between the HSRC and HESA, specific areas and approaches to collaboration between the HSRC and individual

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institutions will be further explored. In addition to exploring opportunities for research collaboration and sharing of knowledge and information, the HSRC is also keen to investigate joint approaches to research capacity development.

- Following a meeting of UNESCO's International Science Programme (ISP) held in Berlin (28 January–2 February 2006), the South African National Commission for UNESCO appointed the HSRC to serve as the Focal Point for the Management of Social Transformation (MOST) programmes in the social sciences.
- In February 2006 the HSRC and the DSD hosted three workshops in Buenos Aires, Argentina, aimed at encouraging researchers and policy-makers to work together. The workshops addressed issues such as:
 - establishing mechanisms for "knowledge-brokering" between research and policy-makers in Africa;
 - comparative approaches to social protection policy in southern Africa; and
 - the institutionalisation of the dialogue between population research and development policy in Africa.
- High-level meetings with international donor and research funding agencies took place in December 2005 and February 2006. The role of the social sciences and humanities was promoted at an international workshop hosted in Brussels by the European Commission during December 2005.
- Strategic engagements with the WHO will contribute to accelerating domestication of global and regional health programmes, thus increasing South Africa's contribution to regional and global issues.

Currently the HSRC reaches out in many ways, and at different levels, to users, collaborators and funders. Research programmes interface with both end-users and collaborators through contract work, specific arrangements for research services or advice, and informal networks. Some government departments and donor organisations have initiated special meetings with the HSRC to identify common areas of interest, seek inputs with strategic planning, and plan joint approaches to obtaining funding and stakeholder involvement for important research-driven initiatives. In some instances, special MoUs were developed and signed to describe the nature of collaboration between the HSRC and its counterpart organisation. These initiatives will be better co-ordinated in future, following the appointment of the Head: International Liaison and the introduction of a marketing and fund-raising strategy that will incorporate stakeholder relationship management, both during 2005/06.

4.6 Publications and research outputs

The HSRC is mandated to play a role in the publication of research findings in the social sciences and the humanities. Furthermore, the quality and impact of its own research work needs to be tested and recognised by means of stringent peer review.

With regard to progress made with the publication of research findings, the work of the publishing arm of the HSRC, also known as the HSRC Press, should be noted.

The HSRC Press is a "public benefit" publisher of documents emanating from the organisation's research activities and other research-based works of exceptional quality. It is an important element of the HSRC's drive to become a "knowledge hub", to further its public purpose orientation, and to support engagement with researchers in other parts of Africa.

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The Press is a not-for-profit publisher employing a dual-media publishing strategy, publishing simultaneously in print and online electronic formats. Print-based publications are promoted through conventional book distribution channels, while electronic publications are available on an Open Access basis. It is an active participant in the development of an African "intellectual commons".

Quality control of manuscripts submitted for publication is managed by an independent Editorial Board. Stringent peer-review processes overseen by the Board comprise at least two double-blind peer reviews per publication followed by deliberation at quarterly Board meetings. The first Editorial Board completed its two-year term at the end of March 2006. The Board consists of ten members, three of whom are *ex officio*, namely the CEO of the HSRC, the Director of the Press and the Chair of the Editorial Board. The remaining members comprise three internal researchers, three external academics and one Council delegate.

During the financial year under review, the Board considered 43 proposed publications, of which 17 have been accepted. During the previous year, 35 submissions were considered and 14 accepted for publication. Many of the proposed publications that have not been accepted are currently under revision.

The new Chair of the Editorial Board is Dr Dan Ncayiyana, who will fill the position from June 2006. Dr Ncayiyana is an experienced and respected editor of scholarly publications, serving both on national and on international editorial associations.

In the 2005/06 year, the Press produced 59 publications with 21 in production at year-end. These comprise a mixture of research monographs and books. During the previous financial year the Press produced 28 publications, with 11 in production at year-end. The Press has become a significant contributor to research-based knowledge in Africa.

For the financial year under review, 10 951 copies of printed publications were sold, an increase on the 9 975 sold in the previous year. This was the first year that the Press was able to track the usage of its free electronic publications reliably, recording 30 905 titles downloaded from the HSRC Press website; visitors numbered 222 706. In addition, the Press has disseminated its publications via initiatives such as the E-Granary, which provides free electronic publications to African institutions. Unfortunately, no usage statistics are available for these initiatives as yet.

The HSRC Press paid ongoing attention to effective marketing of research outputs during the year under review. Advertising Value Equivalent (AVE) generated by the Press for the HSRC, as measured by Newsclip Media Monitoring, amounted to R3 040 635 for print-based mass media and R2 132 697 for broadcast media (radio and television). In essence, it would have cost the HSRC over R5 million to achieve the equivalent amount of publicity had it bought advertising. In addition, the Press held 21 launches including five in other African countries and one in the United States.

Capacity development also received attention during 2005/06. The Press participated in the first publishing internship programme administered by the Publishing Association of South Africa (PASA). The year-long programme is sponsored by the Media, Advertising, Publishing, Printing and Packaging Sector Education and Training Authority (MAPPSETA) and run in collaboration with the University of Pretoria and the University of the Witwatersrand, who provide offsite training as well as monitoring and assessment. Nationally, 30 interns who are younger than 30 years old, black and currently

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unemployed are selected by PASA. The Press accommodated one intern for 2005/06 and has agreed to provide opportunities for two interns during 2006/07.

Special awards and recognition gained during 2005/06 include the nomination of an HSRC Press title, *Theatre of violence* (by Don Foster; Paul Haupt and Marésa de Beer) for the African Politics Best Book Award for 2006. This award is made by the American Political Science Association. The 2005 winner was *Overcoming apartheid* (by James L Gibson), also published by the HSRC Press.

The Press also had three books nominated for the NOMA Award for Publishing in Africa, two titles nominated for the Exclusive Books Publisher's Choice 2005 and one book nominated for the *Sunday Times* Alan Paton Award.

Over the past year the Press has consolidated its European and North American distribution via agencies. In line with the HSRC's new strategy, the Press will pursue improved distribution in Africa through collaborative relationships with key stakeholders.

Alongside the publications which the HSRC itself produces, important outputs are articles by HSRC researchers in scientific journals and chapters in books. A comprehensive list of HSRC publications is provided elsewhere in the 2005/06 Annual Report. With regard to research outputs produced by HSRC research staff, table 4 below provides a summarised overview of the quality and productivity of staff, as measured in terms of publications generated during 2005/06:

TABLE 4: PUBLICATIONS

Category	No. in 2005/06	No. in 2004/05
<i>All HSRC research staff</i>		
Books and chapters in HSRC books	119	59
Books and chapters in non-HSRC books	35	50
Journal articles	166	144
<i>Refereed</i>	116	93
<i>Non-refereed</i>	50	51
Research reports to clients/users	124	92
Total	444	345

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Category	Per capita 2005/06	Per capita 2004/05
<i>All research staff from SR upwards</i>		
Books and chapters in HSRC books	1,02	0,50
Books and chapters in non-HSRC books	0,30	0,43
Journal articles	1,42	1,23
<i>Refereed</i>	0,99	0,79
<i>Non-refereed</i>	0,43	0,44
Research reports to clients/users	1,06	0,79
Total	3,79	2,95

The information in this table is not adjusted for multiple authors. If corrected for shared authorship with non-HSRC staff, this figure would decrease slightly, but not significantly.

Information on publications by HSRC staff during 2005/06 was further analysed. First, the total number of publications per average researcher head had increased from 2,95 in 2004/05 to 3,79 in 2005/06. The publication rate in books and chapters in HSRC books had increased considerably, to the level where every researcher in the HSRC, on average, has produced such an output in the year under review. The HSRC has once again surpassed its overall target with regard to refereed journal articles for the 2005/06 budget year.

Publication rates for female researchers and black researchers were similarly considered. It should be noted that the level of productivity in terms of published research outputs of black researchers, and of female researchers, did not differ from that of the HSRC overall. The detailed analysis in terms of gender and race breakdown can be found in section 10, table 6.

4.7 Corporate Communications

Recommendations of the 2003 Institutional Review Panel alluded to the important role to be played by a Corporate Communications function, both to help ensure optimal levels of communication and information sharing within the organisation and to play a role in ensuring that the work and publications of the HSRC are communicated effectively to stakeholders at all levels, ranging from marginalised communities to decision-makers in various parts of South Africa, Africa and the world.

Against this background, the corporate communications strategy was refined and approved during the year under review. Implementation of the strategy involved increased efforts to prioritise improved levels of internal communication during the year under review.

This renewed focus on improving internal communication entailed, amongst other things, the conducting of a staff perception survey in June, monthly editions of electronic newsletters and presentations on the work of the Corporate Communications unit at the quarterly staff induction session. The organisational restructuring process that occurred in August required even greater efforts to improve internal communication. Corporate Communications facilitated two

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consultative sessions between the CEO and staff in August and November. The "CEO's note", an electronic newsletter to staff from the CEO, was also introduced in November.

In recognition of the increased media interest in the work of the HSRC and the need to standardise how the organisation engages with the media, a media relations policy was developed in September. Prominent HSRC media engagements focused on such events as the World AIDS Day, an event that saw research findings being reported back to a community in Soweto; a media briefing on poverty pockets in Gauteng; and a commentary on the March local government elections. Examples of media releases focusing on important research work of the HSRC can be found at <http://www.hsrc.ac.za/media/2006/index.html>. Support from Corporate Communications goes beyond the preparation of a short media statement; it also entails the development of comprehensive media packs providing background information on the research issues at hand. Apart from featuring research activities and outputs of the HSRC by means of media releases, updated information on the HSRC website and quarterly publication of the *HSRC Review*, general information on important developments affecting the HSRC was also made available. So, for instance, the newly appointed CEO was profiled in various publications, including the *Sunday Times*, *Enterprise*, *Financial Mail* and *CEO*.

Media coverage for the period under review increased to R70,4 million in AVE compared to R45,6 million in 2004/05, a reflection of the relevance of the work the HSRC undertakes and the interest it generates in the media.

The name "HSRC" has become synonymous with research excellence. The institution's corporate identity is the physical manifestation of this widely recognised and highly respected brand. Much effort therefore went into developing a corporate identity manual, which provides guidelines for the use of various aspects of our corporate identity, including our logo, typefaces, corporate colours, and stationery. It enables the organisation to present a visually consistent and unified front to our stakeholders, and will be fully implemented in 2006/07.

Further initiatives that are underway include a corporate DVD, media relations training for staff, the development of policies for managing crises and the development of policies for managing the organisation's website.

5. Financial results and sustainability

During 2005/06, the HSRC introduced a new approach to fund-raising, and also reviewed the financial model informing its budgeting process for 2005/06. These were presented to the Council and its Audit Committee, and accepted as the new approach to be followed by the HSRC in ensuring its future financial viability. The goals of the new financial model are as follows:

- to place the primary responsibility for raising funds for research on the EDs and the CEO, with support from their research staff – rather than to place the burden of individual earning targets on the shoulders of less senior staff;
- to move away from a multitude of small projects to larger, multi-year projects;
- to reduce the earnings pressure on researchers;
- to reduce the charge-out rate of the HSRC;
- to focus on larger donor-funded projects rather than on tenders; and
- to close the ratio of external earnings to Parliamentary grant from 60 : 40 to 50 : 50.

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The internal restructuring of the HSRC, which was approved by the Council on 7 September 2005, is discussed in section 3 of this report. The establishment of new, integrated research programmes as well as cross-cutting units required a realignment of the budget of the HSRC to support this new structure. The total external income target for research programmes (including SAHARA, until the end of the year) was adjusted downwards to approximately R118 million, while the target set for the remaining cross-cutting units was R24 million.

Although some of the cross-cutting units, for instance SAHARA, Gender and Development, and Knowledge Systems had been operational in different guises prior to the restructuring of the HSRC, others were new. Many of these initiatives, for instance the initiatives under the Policy Analysis unit and SAHARA, are intended to focus more on the co-ordination of research rather than on primarily conducting research. This new emphasis on research co-ordination implies that external income earned would be largely administered as grants and payments to external collaborators. If one of the cross-cutting units, for instance SAHARA, were to raise less income than had originally been set as a target, the net effect on the HSRC would be seen in terms of a lower turnover, but not in the form of a deficit.

In addition, by setting external earning targets for cross-cutting units, some of the earnings pressures in research programmes will be reduced while enabling the HSRC to leverage funds to increase its potential impact in national and international priority areas. This would be particularly so in areas of policy development and analysis, collaboration in Africa, and research capacity development involving contributors as well as beneficiaries from within as well as outside the HSRC.

The above strategy was employed from September after the restructuring and realignment of the HSRC.

The turnover of the HSRC for 2005/06 was R217 million, a 9% decrease from the R237,4 million of 2004/05. The six newly consolidated research programmes, together with SAHARA, earned R90,6 million while the remaining cross-cutting units earned R26,7 million of the R117 million recorded for the 2005/06 financial year, shown in section 4.1, table 2. The total of R119 million in external research earnings recorded for the year includes interest on research income received in advance and other research-related income achieved across the various programmes and cross-cutting units. As mentioned in section 4.1, an important contributing factor to the lower-than-expected external income earnings is that SAHARA did not manage to meet its unrealistically high income target for the year, a target that has subsequently been adjusted for 2006/07.

In line with the new strategic approach, and the related reduction in external income earnings, the total expenditure of the HSRC decreased by 7,3% between 2004/05 and 2005/06 (compared to the increase of 26,4% between 2003/04 and 2004/05). Employee cost, the largest cost component, increased by 2,8% in 2005/06. This increase includes the effect of cost-of-living salary increases. The HSRC continues to be strategically driven in its recruitment activities, prioritising the appointment of senior research staff and managers who come from previously disadvantaged groups. Owing to the fact that a large portion of its research income is derived from external, project-related sources, the HSRC appoints contract staff, or external service providers, to extend the capacity of its permanent staff complement.

Overall expenditure in 2005/06 was R215,4 million. This resulted in a surplus of R1,5 million for 2005/06, compared to the surplus of R4,7 million at the end of 2004/05. During 2004/05 the HSRC sold its investment property, resulting in a prof-

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it of R6,1 million. If this extraordinary, non-operational source of income is excluded from the 2004/05 statement of financial performance, the comparative figures would have been a deficit of R1,3 million for 2004/05 against the surplus of R1,5 million for 2005/06.

The net effect of adjustments for deferred income in relation to depreciation costs on the Parliamentary grant allocations for the 2004/05 and 2005/06 financial years is shown in table 5 as well as in Note 2 to the Annual Financial Statements of the HSRC. This explains the difference between anticipated income shown in the MTEF allocation letter received from the DST and the actual income reflected in the Statement of Financial Performance.

TABLE 5: PARLIAMENTARY ALLOCATION

	2005/06	2004/05
	R'000	R'000
Parliamentary grant as per statement of financial performance	84 458	78 334
Plus: Net adjustment in respect of deferred income	672	864
Total	85 130	79 198

The HSRC received R12,3 million additional funding from National Treasury for the Value-Added Tax (VAT) liability incurred by the HSRC during the 2005/06 financial year due to changes in the VAT legislation. These changes made the transfer payments received from the DST taxable, at a 14% VAT rate. All information in the financial statements of the HSRC is reflected net of VAT.

The Statement of Financial Position on page 177 shows that the HSRC had total assets of R121 million at 31 March 2006, of which current assets were worth R39,4 million. The current liabilities are R32,1 million. The financial status of the HSRC is therefore sound. The Council's considered opinion on the going-concern status of the HSRC is reflected in section 2.3.2 of this Annual Report.

More detailed financial information, including extensive notes, can be found in the audited Annual Financial Statements appended to this report.

6. Human Resources

As a knowledge-intensive research organisation (KIRO), the HSRC's ability to deliver on its mandated objectives is dependent on the quality of its people. This section, which deals with aspects of human resources and human resource management during 2005/06, focuses on HSRC staff who were on indefinite or longer-term (i.e. one year or longer) employment contracts during the reporting period.

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Institutional performance with regard to human resources and transformation is regarded as crucial from the perspective of both the COUPE and the new PAITECS strategies. Targets are set and monitored in relation to overall staff representativeness, gender, race and disability. At the same time, key areas of concern are highlighted and receive focused attention, for instance, with regard to representativeness amongst researchers, senior research staff and managers. As of 2005/06, targets and reporting requirements have been set and monitored at a much greater level of detail: instead of simply reporting on "black" or "white" when it comes to race representativeness, more detailed analyses in terms of "African", "coloured", "Indian" and "white" are required. In particular, the new CEO indicated in her inaugural address that special attention needs to be given to representativeness of particularly African and coloured persons in researcher and senior managerial positions.

Detailed information on targets set and performance achieved in relation to human resources and transformation is provided in section 10, table 6.

In accordance with other compliance reports prepared by the HSRC, this Council's Report will focus on "permanent" staff on the payroll of the HSRC at 31 March 2006. "Permanent", in this context, refers to staff who are appointed for an indefinite period, or for a fixed period of at least 12 months. Other categories of persons on different payrolls of the HSRC are persons appointed on short-term contract (less than 12 months) and those appointed to undertake specific assignments (for instance, a fieldworker for a specific survey project or an academic appointed to review a draft report). The Council wishes to acknowledge the important role played by those individuals and institutions that help to expand the capacity of the HSRC at crucial times of delivery.

The nature of HSRC projects co-determines fluctuating needs for shorter-term appointments and assignments. The HSRC is wary of appointing too many staff on its permanent payroll, because the Parliamentary grant allocation, its only secure source of income for purposes of medium- to long-term appointments, represents less than 50% of annual budgeted income. At 31 March 2006, some 88 persons were working on short-term contract assignments for the HSRC, over and above the approximately 280 persons already employed by the HSRC in a more permanent capacity. The majority of these short-term contract workers, as reflected on 31 March 2006, were African (28 male and 24 female). They mostly provided professional, administrative or fieldwork services as required for specific research projects. The number of "assignees" appointed is largely dependent on project-specific operational requirements, varies from month to month, and may be in excess of 500 in any one month. Owing to the ongoing fluctuation in short-term contract appointments, further analysis of staff information will deal with permanent and longer-term appointees only.

The HSRC's staff complement (persons appointed for indefinite periods, or on contract for one year or longer) at the end of the 2005/06 financial year was 280, which is ten less than the previous year-end total of 290. During this period, normal attrition led to 64 terminations being recorded. Expressed as a percentage of all staff on the permanent payroll during 2005/06, the attrition rate in the HSRC was 18,6%. Of the 64 terminations recorded during 2005/06, 23 were in administrative positions and 41 in researcher positions. The majority of people leaving the HSRC did so because they were able to advance their careers in this way or because their contracts had come to an end. There was one instance of death, one of normal retirement, and one dismissal following a disciplinary hearing dealing with financial misconduct.

During the year under review, 64 new medium- to long-term appointments were made – 13 in administrative positions,

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and 51 in research positions, the latter including senior as well as junior appointments. A new category of research staff was introduced in 2005/06, when persons were appointed to provide appropriate professional counselling to people engaged in implementing research projects, particularly when doing research on topics related to voluntary counselling and testing. As with research interns, the entry-level requirements for this kind of professional research fieldworker differ from those for a person already on a researcher career path. It will therefore be appropriate to differentiate between the various categories of staff in the remainder of this report.

The number of research interns appointed for periods ranging from one year upwards decreased from 25 at 31 March 2005 to 17 at 31 March 2006. During 2005/06 an internal task group prepared a report on current and desired approaches towards "internship" programmes in the HSRC. This informed recommendations on a better co-ordinated researcher trainee programme, to be introduced under the auspices of the Capacity Development cross-cutting unit. It is expected that this unit will play a crucial role in co-ordinating the HSRC's emerging, integrated researcher trainee scheme. At 31 March 2006, there were also 17 "fieldwork" support researchers on the payroll.

The 2005/06 budget year saw a net increase in the proportions of black and female staff. The trend of appointing more administrative than research staff, which was noted during 2004/05, did not continue.

By 31 March 2006, 54% of HSRC staff were in research positions (including research intern and research fieldwork positions) compared to 53% at 31 March 2005 and 58% at 31 March 2004.

The HSRC remains committed to maintaining and steadily improving representativeness at all levels. Among researchers (excluding research fieldworkers and interns), the total number of blacks decreased from 66 to 60, but remained stable at 51% of the researcher complement. If analysed in more detail, the number of African researchers decreased from 40 (31%) to 32 (27%), coloured researchers improved slightly from 12 to 14 (from 9% to 12%), whereas the number of Indian researchers also remained stable at 14 (from 11% to 12%) and white researchers decreased from 63 to 58, but remaining at 49%, due to the overall decrease in the number of researchers during the year under review. This is regarded as a cause for concern, because experienced, fully qualified researchers are scarce resources and in demand at many competing institutions such as government departments and higher education institutions. When research interns and research fieldworkers are included in the analysis, the percentage of black researcher staff was 61% at 31 March 2006 (36% African, 14% coloured, 11% Indian, 39% white). This represents a further improvement from the 58% reported with regard to black staff in researcher positions by the end of 2004/05, and illustrates the HSRC's commitment to research capacity development as an important means of growing the number of senior black and female researchers in its service.

Female representativeness amongst research staff (excluding interns and fieldworkers) improved from 43% (55 persons) for 2004/05 to 48% (57 persons) for 2005/06. When research interns and research fieldworkers are included in the analysis, the corresponding figures are 47% at 31 March 2005 and 51% at the end of 2005/06.

Among administrative staff, the percentage of blacks increased further, from 68% by the end of 2004/05 to 69% by the end of this reporting period. A more detailed analysis shows that African administrators increased from 44% to 46%, coloured administrators stayed constant at 16%, whereas the Indian and white complements decreased slightly from 8%

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to 7% and 32% to 31% respectively. In terms of gender, the majority of administrative staff remains female, down from 70% at 31 March 2005 to 65% at 31 March 2006.

Changes in representativeness at the higher levels receive particular attention, although changes tend to occur more slowly because of the small numbers of people involved and a low attrition rate. Among administrative staff at the levels of deputy director and above the percentage of blacks remained stable at 54%, (with Africans up from 21% to 23%, coloureds down from 27% to 25%, and Indians and whites remaining at 6% and 46% respectively).

Among researchers of specialist rank and above, the percentage of blacks continued to improve, from 39 persons or 42% of 93 specialist researchers to 41 persons or 45% of 91 specialist researchers. More detailed analysis reveals small increases with regard to African and coloured researchers and a slight decline with regard to whites. Future analyses, in terms of PAITECS targets, will reveal a need for even more stringent attention to representativeness at the levels of senior research specialist (SRS) or above. Baseline data, for future comparison, are as follows: of 72 researchers and research managers at the level of SRS or above, 29 (40%) were female, and 29 (40%) were black at 31 March 2006. In terms of more detailed analysis regarding race, the baseline data were: 24% African, 8% coloured, 8% Indian and 60% white.

The predominance of female administrators in senior positions decreased slightly from 75% at 31 March 2005 to 70% by the end of 2005/06. This remains out of balance with the distribution of male and female persons in the South African population, and very different from the 46% female complement reported by the end of 2001/02. Within the group of senior administrative staff, white female staff now comprise 36%, followed by black female staff at 34%, black males at 21% and white males at 9%.

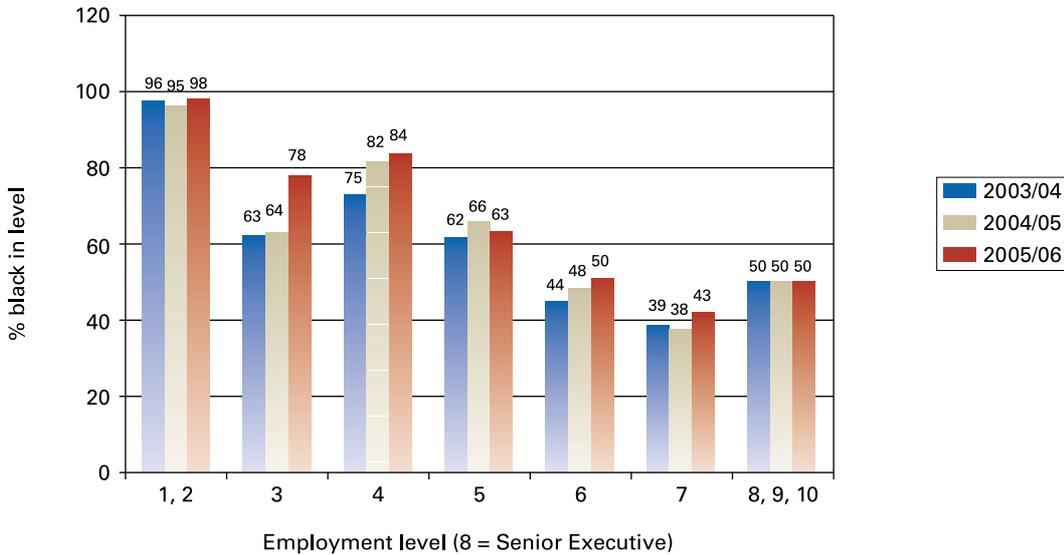
In terms of gender equity amongst senior research staff, female representation at the levels of research specialist or above improved from 40% at 31 March 2005 to 44% at the end of 2005/06. Senior female black researchers remain a minority at 20% (up from a much lower 14% at the end of 2004/05), with white males (31%), black males (25%) and white females (24%) taking up relative larger shares.

The proportions of black staff (researcher and administrative positions combined) per employment level for the current and previous reporting periods are shown in figure 7. The proportion has improved at nearly every level, and appreciably at the middle levels 5 and 6 (for example, level 5 is assistant director or chief researcher). Room for improvement remains at the highest levels (ED and above), where progress has been lacking for some time. This matter is being addressed by the Council and the CEO as a matter of priority. Two African EDs are due to take office as of 1 July 2006, which will significantly improve representativeness at the senior executive level.

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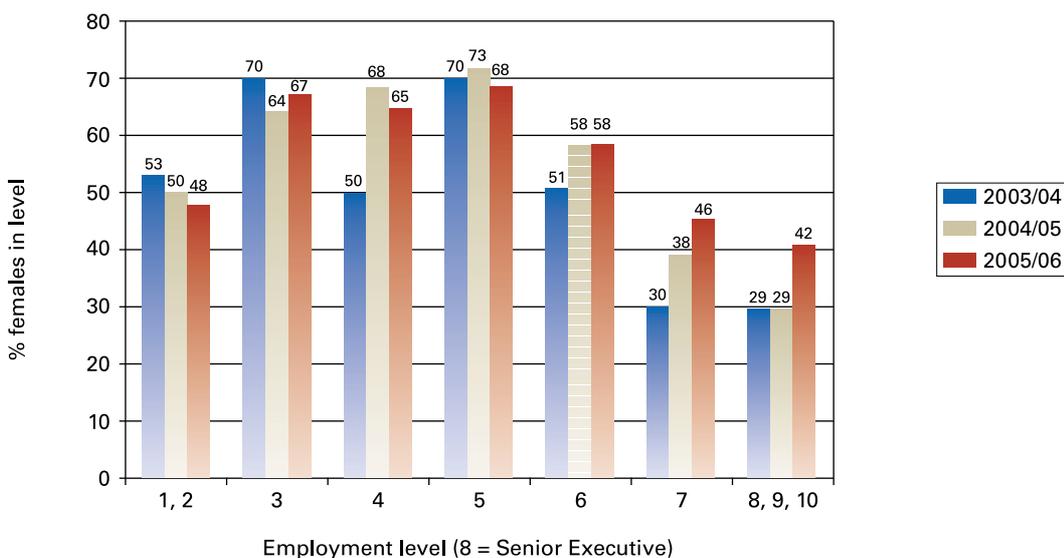
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Figure 7: Black employees in employment levels, 2003/04 to 2005/06



For the 2003/04, 2004/05 and 2005/06 years, the proportions of female research and administrative staff per employment level are shown in figure 8. The most noticeable increase is among professionals, i.e. from level 6, which starts at specialist researcher or deputy director level, and now also at the top-most level, from ED upwards.

Figure 8: Female employees in employment levels, 2003/04 to 2005/06



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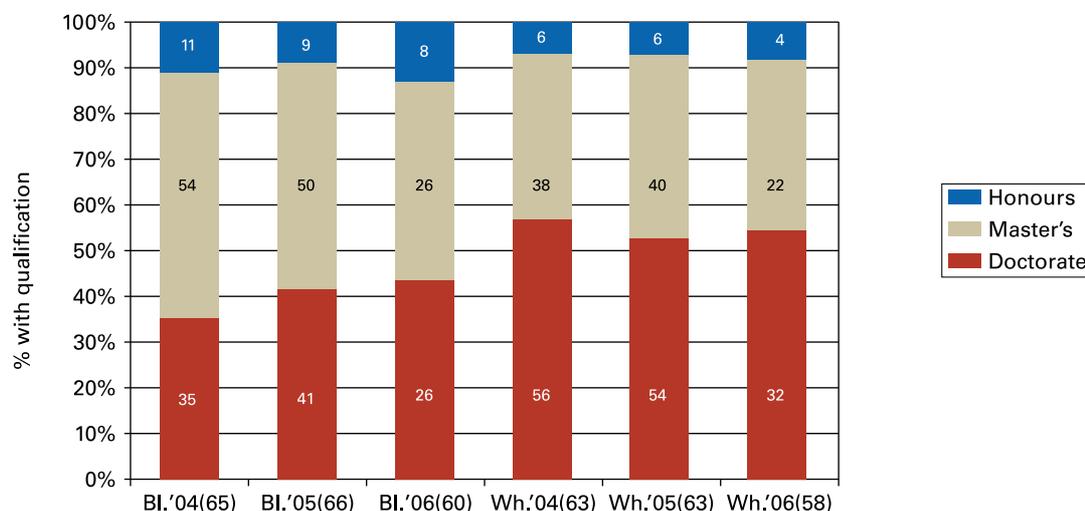
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Disabled people still comprise approximately 1% of the staff, similar to levels reported for 2004/05. The target for government departments is known to be 2%, and the HSRC remains conscious of this. The disabled persons in the HSRC's staff complement occupy research as well as administrative positions and function at senior levels.

Among researchers, excluding interns and research fieldworkers, the proportions of staff with master's or doctoral degrees remained relatively stable. However, if all research staff (including research interns and fieldworkers) are taken into account, the proportion of all research staff with either a master's or a doctoral degree decreased from 84% to 80% during this period. Figure 9 shows the trend in terms of percentages for black and white researchers, if research interns and research fieldworkers are excluded from the analysis. At 31 March 2006, 90% of the research staff had a master's or doctoral degree. The comparative figures for 2003/04 and 2004/05 were 91% and 92%, respectively. Amongst black researchers (excluding interns and fieldworkers), the percentage with a master's or doctoral degree was 87% (52 out of 60 black researchers), whereas 89% (51 out of 57) of female researchers and 93% (54 out of 58) of white researchers had obtained these key research-related academic qualifications.

Figure 9 provides a visual overview of qualification levels of research staff, reported over time.

Figure 9: Proportions of researchers (excluding interns and fieldworkers) with master's or doctoral degrees



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With the attraction and retention of highly skilled staff having been identified as a key strategic risk, the role of the new Capacity Development unit will be crucial in ensuring that adequate levels of skills in the researcher echelons are recruited and developed. During 2005/06, the Employment Equity and Skills Forum that was established to comply with requirements of the Employment Equity Act obtained training to ensure that they will be in a position to help monitor and evaluate the HSRC's practices in respect of recruiting, selecting and training staff. Employee and leadership development have been given high priority and are being conducted jointly by HR and the new Capacity Development unit, supported by funding from the sector education and training authority (SETA).

7. Strategic risk assessment

The Audit Committee monitors risk and risk-management in the HSRC on an ongoing basis. Following the initial exercise intended to identify priority risks in the organisation, the former CEO of the HSRC regularly reported to the Audit Committee on progress made with steps taken to mitigate risks in the organisation. During the year under review, the organisation's approach to strategic risk management was given further structure with the help of the outsourced internal audit service providers of the HSRC.

Following on a series of consultative meetings with managers in the HSRC, two workshops, attended by the full executive management team, were facilitated to help identify, assess and rank the risks that needed to be managed in order to achieve the mission and strategic goals of the HSRC. The workshops were designed to assist Management with establishing a risk management process as required by the PFMA and best practice corporate governance, as well as to provide guidance to the internal audit function in developing a risk-based internal audit strategy and annual internal audit plan for the HSRC.

Some 33 categories of risk were identified and assessed, of which the top-ranking four, augmented by two others, were subsequently selected as the foci for Management's attention in the remainder of 2005/06 and throughout 2006/07. These were:

- information technology (IT)-related risks
- negative cash flow
- fraud and corruption
- public image risks
- availability of suitably skilled staff, and
- supply chain management.

In addition, it was recognised that an appropriate structure and accompanying systems, policies and procedures should be put in place to monitor, evaluate and manage all risks on an ongoing basis. Significant progress has been made in addressing each of these issues.

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- In respect of IT-related risks, all of the matters identified by a special audit in 2003/04 have now been attended to or are the subject of initiatives in progress. Among these are: outsourcing the maintenance of the hardware and software infrastructure as well as network, desk support and some other related services to an external service provider;
- a campaign to make staff aware and assist the process of deriving maximum value from the outsource;
- the establishment of an IT Steering Committee and an End-User Committee and the development of a plan of action to implement a number of Information Technology Infrastructure Library (ITIL) best practices as first steps towards appropriate and effective governance;
- the design and approval of a remediation programme to stabilise the existing IT platform (to be implemented in 2006/07); and
- the formulation of a long-term strategy to provide the IT capacity needed to achieve the vision of the HSRC becoming a knowledge hub for the social sciences in Africa. An application to National Treasury to fund capital outlays expected to be in excess of R20 million is being prepared.

The extraordinarily rapid growth of externally funded research assignments secured in recent years has substantially increased the need for working capital and, on a number of occasions, strained the organisation's cash resources inordinately. To address this, a number of measures to improve cash flow and reduce the need for working capital have been instituted. These include:

- an undertaking by the DST to advance the payment of the HSRC's Parliamentary grant;
- the shortening of the average debtors' period to 60 days or less by prompt invoicing of debtors and diligent follow-up to ensure receipt of amounts owed;
- building up-front tranches into the payments schedule of research contracts, wherever possible; and
- changes to a number of operational processes to save costs, particularly in the high-expenditure areas of travel and subsistence, telecommunications and IT software licences.

Specific measures that are in place to manage financial risks such as interest rate risks, liquidity risks and currency fluctuation risks are outlined in Note 29 to the audited Annual Financial Statements of the HSRC.

In order to anticipate and deal pro-actively with potential instances of fraud – both financial and research-related – a high-level fraud prevention plan was approved early in 2005/06. This has still to be developed into sets of specific measures that cover the entire span of the HSRC's activities, a priority already set for the first and second quarters of 2006/07. However, many of the prerequisites have already been put in place in the form of the delegations, codes, policies and procedures that were developed and approved prior to and during 2005/06.

Important first steps have also already been taken in addressing public image risk. The communications strategy and media policy adopted during 2005/06 lay down basic principles that include guidelines for members of staff when they act as the public face of the institution while affirming their right to speak as individuals. Among the follow-up measures in the year ahead will be the training of staff in conducting interviews with the media.

The approach that has been adopted to manage the "availability of skilled staff" risk focuses on the ability of the HSRC to attract, develop and retain such staff. Though salaries are a key determinant, it has been recognised that a multiplicity

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of factors influence the attraction and retention of highly skilled staff. Some of the many management responses to the need to attract and retain staff included:

- in-depth surveys to gauge staff perceptions of the HSRC;
- the formation of a dedicated Capacity Development unit;
- the establishment of an Employment Equity and Skills Development Forum;
- the launch of an employee wellness campaign; and
- the inception of an induction programme to orientate new employees.

The foci in 2006/07 will emphasise employee development, change management, leadership skills, recruitment and selection, performance appraisal and career pathing as well as salary benchmarking.

A programme to implement supply chain management (SCM) in compliance with the PFMA was implemented during 2005/06. Developments up to this point have included:

- appointing an expert consultant to guide the process;
- drafting policies and procedures and reviewing them through internal audit;
- identifying a high-level organisational chart for a separate SCM unit and advertising the three key management positions;
- making temporary appointments to some of the more junior positions;
- preparing to implement electronic workflow procedures;
- appointing a Tender Bid Adjudication Committee; and
- implementing the initial phases of rechanneling existing procurement through the SCM unit, including the preparation and award of new tenders in full compliance with the Act.

The implications for research procurement, which comprises the greatest part of procurement by value, are currently being explored.

To help provide the HSRC with the capacity to monitor, evaluate and design responses to risk on an ongoing basis, in collaboration with internal audit, a structure for risk management has been identified. This structure will be in line with corporate governance best practice and involve only the use of existing capacity in order to avoid the need to appoint additional staff. The risk management and compliance responsibilities will be incorporated into those of the COO, while the current risk management and compliance officer's duties will be expanded to create the position of a chief risk officer. This will enable risk-related responsibilities to be cascaded down to staff in all business units.

8. Corporate social responsibility

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

- intrinsically, as a non-profit public-sector entity, in the execution of its mandate;
- in the public-benefit orientation that informs the way in which it designs and executes projects and disseminates their results;
- in the conduct of its affairs, including its relation to its staff, as a public-sector employer; and
- the additional community-oriented activities it might undertake.

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

8.1 Social-benefit research mandate

The HSRC has social-responsibility obligations as an intrinsic part of its mandate, which is to benefit all South Africans through conducting and fostering policy-relevant social research. Thus, the research activities presented throughout this report, and in other sections of the HSRC's Annual Report, comprise the HSRC's reporting at the first level of corporate social responsibility defined above.

Selected examples of research-project topics specifically focused on disadvantaged and marginalised groups are:

- Disability studies
- The needs of the elderly
- Positive role-models of fatherhood
- Tracking and analysing poverty
- Food security and employment creation
- Social exclusion and the labour market
- The impact of HIV/AIDS on orphans and on vulnerable land rights and land tenure
- Orphans and vulnerable children affected by and infected with HIV/AIDS
- Gender violence and its relation to HIV
- A responsible alcohol service programme for urban and rural areas
- Community-based information systems
- Community arts centres, and
- Health and environment issues.

The introduction of two national initiatives aimed at addressing key issues of employment creation and education quality also serves to illustrate the HSRC's commitment to leveraging resources in addressing research issues which are intended to yield results that will influence future policy and good practice, eventually impacting on the quality of life of all. The likelihood of the research impact and use of results is furthermore intended to increase with the introduction of implementation networks involving a broad range of key stakeholders in critical aspects of the research planning, communication, execution, interpretation and implementation chain.

8.2 Distinctive research approach

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

The establishment of a cross-cutting Gender Development unit will help to "mainstream" gender considerations in the HSRC's research activities and organisational-development priorities. The results of an in-house gender audit undertaken in 2005/06 will inform further activities, including gender sensitivity training, in the HSRC during 2006/07.

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

The HSRC has been adopting extra avenues of dissemination to try to improve the uptake of its research by the public and possible beneficiaries: for instance, the issuing of publications free of charge on the Internet, the use of other media such as videos and photographic exhibitions, the distribution to all high schools of the quarterly "Review" containing accessible presentations of recent research outputs; and the translation of key parts of its Annual Report into official languages other than English. More regular engagement with decision-makers, including Parliamentary Portfolio Committees, is also envisaged.

In addition, the HSRC tries to impart research-driven social benefits in other ways. For example, several of its senior researchers serve on governing councils or advisory boards on the basis of their areas of specialised knowledge.

8.3 Organisational responsibility

The HSRC's endeavours to meet its social-responsibility obligations as an organisation and an employer are touched upon at several junctures in this Annual Report. Some key facets are recapitulated here, for their relevance to the economic, social and environmental aspects of the "triple bottom line":

- In its procurement policy and practice the HSRC is committed to the promotion of Black Economic Empowerment (BEE) and the advancement of black-owned small, medium and micro-enterprises (SMMEs). The HSRC has steadily widened the application of this approach, under the scrutiny of the Audit Committee on behalf of the Council.
- The HSRC is involved in research capacity development through its research intern scheme, and other forms of short-term appointments in a research environment. Support Service units such as the library and the HSRC Press provide workplace experience opportunities to other students.
- As part of its three-year Employment Equity strategy, the HSRC is rolling out an employment equity awareness strategy that includes an awareness campaign and training. A professional development framework has been developed and documented in preparation for implementation.
- With the assistance of a service provider, the HSRC has in place a wellness programme. This contains an AIDS intervention programme for all permanent employees and their immediate family members, including informative materials on the provision of anti-retroviral drugs and medical monitoring, and a 24-hour hotline. A successful employee wellness day was managed jointly by the Corporate Communications and HR units of the HSRC during 2005/06, and this is expected to become an annual event.
- On the environmental side, energy-saving initiatives are in place in the large Pretoria Building, as well as refuse recycling. More detailed reporting with regard to energy saving, including the introduction of benchmarks and savings targets for all three buildings of the HSRC, will receive attention during 2006/07.

8.4 Community-oriented activities

The previous Council's Report contained a detailed description of the HSRC's own "homelessness" initiative, which was informed by the need to reach a research-based and sustainable practical solution to the needs of homeless people who

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had been sheltering under the colonnades of the HSRC Building in Pretoria.

Following a period of consultations that involved meetings with the homeless people and their representatives, the DSD, Tshwane Metropolitan Council and several service-oriented, religious and other non-government organisations (NGOs), a solution has now been put in place. The Operations directorate of the HSRC remains involved in consultations aimed at sustaining the initiative.

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

Through the multi-year, internationally funded CHAMP (Collaborative HIV/AIDS and Adolescent Mental Health Programme) project many lessons have been learned about ways to improve key processes, such as parent or caregiver communication with children about sensitive topics; parental monitoring; neighbourhood social control; and stigma in families exposed to the programme, compared to the matched control families. The communication and implementation networks that were established to foster community involvement in this important project have, through their interaction with researchers, decision-makers and one another, evolved into structures that may in future serve as a resource to address other community-based development challenges.

CHAMP now faces the challenge of disseminating the programme more widely to other areas where the need for community and school-based interventions has been identified. To this end, CHAMP now has successfully established a non-profit organisation, to survive the life of the project, to solicit the necessary funding from national and international sources for further intervention support.

The CHAMP project serves as an excellent example of good research leading not only to peer-reviewed publications but also to changes in the quality of life of people involved in the research project itself, through the introduction of relevant implementation networks, support structures and empowerment initiatives.

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

- The Shareholder's Compact between the Council of the HSRC and the Minister of Science and Technology was signed in May 2006.
- Dr Sinfree Makoni and Dr Temba Masilela, respectively ED of SCI and head of the Policy Analysis unit, took office on 1 July 2006.
- Several initiatives aimed at staff development and support were introduced and strengthened. Examples include a leadership development programme, gender sensitivity courses, training of staff in media relations, the purchase of relaxation chairs to help relieve staff of stress, and work towards establishing a new cafeteria in the Pretoria Building.
- The establishment of a travel desk to form part of the new SCM unit.

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10. Achievement of performance targets

The year under review was both challenging and satisfying. A new CEO took office, a new vision and strategic approach was introduced, and internal restructuring took place without any job losses. At the same time, HSRC managers and staff managed to remain focused on the immediate tasks at hand: meeting financial targets and responding to client needs while continuing to deliver proposals, projects and publications to satisfy the needs of clients as well as the stringent requirements of academic excellence.

Performance targets for 2005/06 remained aligned with the COUPE strategy and associated indicators of performance. In preparation for a renewed and deepened focus on transformation and sustainability, detailed indicators and targets of performance were added.

The extent to which the HSRC responded to challenges, and performed against predetermined targets, can be summarised as follows:

The HSRC's strategic plan for 2005/06 and beyond prioritised, as one of its overarching financial objectives, a closer alignment between the HSRC's Parliamentary grant allocation and its external income. A 50 : 50 ratio is envisaged for 2009/10. This year, the HSRC moved closer to this strategic objective. Although it achieved lower than budgeted external income for the year, it placed itself under pressure to ensure that the financial year would not be concluded with a deficit. It is hoped that the Parliamentary grant allocations for 2007/08 and beyond will, in turn, be further increased to match the HSRC's levels of external income.

According to the COUPE strategy, the HSRC was meant to focus its activities on the achievement of six sentinel indicators. If these six are separated out from table 6 on pages 172-175, it is clear that the HSRC did exceptionally well in meeting, or exceeding each one of these targets for 2005/06. This represents excellent performance across a range of performance areas over time:

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	2000/01 baseline	2004/05 achievement	2005/06 achievement	2005/06 target	Remarks
CONTRACTS	21	64	58	63	✓ Item 3
OUTREACH	22	51	67	50	✓ Item 5(a)
USER NEEDS	24	43	51	33	✓ Item 6
PERFORMANCE: Equity	40	51	51	55	✗ Item 10(a)
PERFORMANCE: Efficiency	30	53	54	52	✓ Item 14
EXCELLENCE	0,23	0,99	0,86	0,75	✓ Item 19(a)

The HSRC scored five out of six in terms of its performance against the sentinel COUPE targets for 2005/06. The sentinel indicator for Performance: Equity (percentage of research staff – excluding interns and fieldworkers – who are black) remains a challenge. The HSRC is determined to improve on this indicator. A three-pronged approach has been identified in this regard: retain key staff, recruit new staff and build research capacity of interns and fieldworkers. If research interns and research fieldworkers are included in the analysis, the percentage of black staff in the “researcher” category is 61%.

Table 6 on pages 172 to 175 contains, in total, 51 detailed performance indicators and associated targets. Some of these detailed targets have been set for the first time for 2005/06, and some of them have been deliberately idealistic. The Council is satisfied that the HSRC has performed well in respect of each of these targets.

With an overall detailed score of 30 out of 51, the HSRC did well in responding to each of the targets it had set itself in a challenging year. Where targets have been missed, the margin was small, with the exception of the targets set for staff currently enrolled towards further studies.

With respect to specific indicators or groups of indicators against which performance has been lower than anticipated, the following should be noted:

- Achievement of external income targets (items 1, 2 and 12): The HSRC managed to contain expenditure to counter the relatively lower levels of external income achieved during 2005/06. More realistic external income targets will be set for some units, e.g. SAHARA, in future.
- Representativeness (items 9, 10 and 11): The overall staff complement was 65% black, as opposed to the target of 66% that had been set for the year. The recruitment, retention and development of suitable senior research staff from designated groups (item 10) is seen as a top priority for the HSRC. Challenges also remain at executive management level (item 11), where numbers are small and where movements of one or two persons have profound effects on percentages reported. The Council has already approved the appointment of two African, male EDs with effect from 1 July 2006.
- Qualification levels of research staff, and further studies (items 17 and 20): In most instances, the required percentages of staff with at least a master's or doctoral degree have been missed by a small margin. Other indicators of research excellence, particularly relating to publications, show that the calibre of HSRC research staff is excellent. The relative underperformance with regard to the targets set for staff enrolled towards further studies will be further analysed in 2006/07. Performance against this target is significantly better than past performance against

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a similar target, expressed in terms of bursaries allocated to staff. This target will be adjusted in future to reflect a balance between institutional and individual aspirations, available levels of institutional support (financial as well as in terms of time to support studies) and individual commitment. The HR unit and the Capacity Development unit will play an important role in refining and possibly revising this indicator for future reference.

Institutional performance indicators and targets will be presented under PAITECS rubrics in future. The HSRC remains committed to identifying key areas requiring focused attention, in order to support ongoing institutional transformation, learning and growth. Individual and institutional performance management remains in place to ensure that our commitment to research excellence, quality, and integrity remains intact.

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TABLE 6: KEY PERFORMANCE INDICATORS AND TARGETS FOR 2005/06

No	Strategic objective	Key performance indicator	Target 2005/06	Performance 2005/06	Remark	Performance 2004/05	Performance 2003/04
	Contracts and earnings <i>Increasing research earnings</i>	("Financial investment perspective")					
1		Achievement of income target: Total income	R236 million	R217 million	Not achieved	R237 million	R187 million
2		Achievement of income target: External research income (<i>including ring-fenced funding</i>)	R141 million	R119 million	Not achieved	R140 million	R103 million
3	SENTINEL INDICATOR	Dependency ratio: External research earnings (<i>including ring-fenced funding</i>) as a percentage of total research earnings (Parliamentary grant plus external research earnings)	63%	58%	Target exceeded	64%	62%
4		Variance in budgeted expenditure: Surplus or deficit for year, as % of turnover	5%	0,7%	Target exceeded	2%	0,1%
	Outreach <i>Assertive outreach to universities and NGOs, locally and internationally</i>	("Stakeholder perspective")					
5	SENTINEL INDICATOR	% of research projects with external researcher participation	(a) 50% of all projects with income (b) 60% of projects with income \geq R 500 000 p.a.	a. 67% b. 89%	Target exceeded	51%	62%

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No	Strategic objective	Key performance indicator	Target 2005/06	Performance 2005/06	Remark	Performance 2004/05	Performance 2003/04
User Needs							
<i>Focusing the research on user needs, especially of government "clusters" for policy-relevant research</i>							
6	SENTINEL INDICATOR	Known successful proportion of total competitive tender/funding applications submitted, at May	33%	51%	Target exceeded	43%	40%
7		"User-driven approach" – % of research projects that are partially or fully externally funded	60%	79%	Target exceeded	67%	60%
8		Free media coverage	R20 million	R70,4 million	Target exceeded	R46 million	R23 million
Performance – equity:							
9		Overall staff representativeness	66%	a. 65%	Almost achieved	63%	60%
		a. % Black staff: overall	45%	i. 41%	Achieved	39%	
		i. % African	12%	ii. 15%	w.r.t.	14%	53%
		ii. % Coloured	9%	iii. 9%	coloured, Indian	10%	
		iii. % Indian					
		b. % female staff: overall	53%	b. 57%	Still too high w.r.t. female	58%	
		c. % staff with a disability: overall	2%	c. 1%	Not achieved	1%	
10	SENTINEL INDICATOR (a)	Research staff representativeness (interns and fieldworkers excluded)	55%	a. 51%	Not achieved w.r.t. black, African	51%	51%
		a. % Black research staff	36%	i. 27%	research staff	31%	
		i. % African	9%	ii. 12%	with a	9%	
		ii. % Coloured	10%	iii. 12%	disability	11%	
		iii. % Indian					
		b. % female research staff	45%	b. 48%	Achieved	43%	38%
		c. % research staff with a disability	2%	c. 1,7%	w.r.t. coloured, Indian female	1,5%	(new for 04/05)

COUNCIL'S REPORT

for the period ending 31 March 2006

No	Strategic objective	Key performance indicator	Target 2005/06	Performance 2005/06	Remark	Performance 2004/05	Performance 2003/04
11		Executive management representativeness (EDs, COO & CEO) a. % Black executive managers i. % African ii. % Coloured iii. % Indian b. % female executive managers c. % disabled executive managers	66% 25% 8% 33% 42% Not set	a. 55% i. 9% ii. 9% iii. 36% b. 45% c. N/a	Not achieved w.r.t. race Achieved w.r.t. gender	50% 17% 0% 33%	(new for 04/05) 42% 33% 0%
Performance – efficiency:							
12		(“ Organisational perspective”) Productivity of HSRC investment in its employees: External research earnings per head (all permanent and longer-term contract staff)	R448 000	R424 630	Not achieved	R486 000	R394 768
13		Share of payroll spent on researcher salaries	61%	61%	Achieved	62%	72%
14	SENTINEL INDICATOR	Proportion of researchers in total staff	52%	54%	Target exceeded	53%	58%
15		Overhead efficiency: Ratio of non-overhead costs to total costs	0,70	0,71	Target exceeded	0,75	0,72
16		Salaries to total expenditure	48%	52%	Target exceeded	47%	44%
Excellence:							
Achieving excellence in research							
17		(“ Innovation and Learning perspective”) Human capital: Proportion of researchers (excluding interns and fieldworkers) with master's and doctoral degrees a. All researchers b. Black researchers	92% 92%	a. 90% b. 87%	Not achieved	92% 91%	91% 89,2%

COUNCIL'S REPORT

for the period ending 31 March 2006

No	Strategic objective	Key performance indicator	Target 2005/06	Performance 2005/06	Remark	Performance 2004/05	Performance 2003/04
17		i. % African ii. % Coloured iii. % Indian c. Female researchers	92% 92% 92% 92%	i. 91% ii. 79% iii. 86% c. 89%		91%	87,8%
18		Number of books, journal articles, reports (per average senior researcher head) a. All researchers b. Black researchers i. African ii. Coloured iii. Indian c. Female researchers	3,0 3,0 3,0 3,0 3,0 3,0	a. 3,79 b. 4,32 i. 3,37 ii. 4,50 iii. 6,69 c. 4,02	Achieved and exceeded	2,9 1,8 1,5	3,2 2,1 3,8
19	SENTINEL INDICATOR (a)	Number of refereed journal articles per average senior researcher head a. All researchers b. Black researchers i. African ii. Coloured iii. Indian c. Female researchers	0,75 0,6 0,6 0,75 0,6	a. 0,99 b. 1,03 i. 1,00 ii. 1,08 iii. 1,08 c. 0,93	Achieved and exceeded	0,79 0,47 0,46	0,66 0,38 0,38
20		Staff enrolled towards relevant further qualifications: a. Research staff enrolled towards master's or doctoral degrees, as percentage of research staff without such degrees b. % of interns enrolled towards master's or doctoral degrees c. % of administrative staff enrolled towards higher education qualifications	60% 70% 40%	a. 33% b. 65% c. 15%	Not achieved overall	42% 44% Not recorded	New indicator: Not recorded

Statement of Financial Performance

for the period ending 31 March 2006

		2006	2005
	Notes	R'000	R'000
Continuing operations			
Research revenue	1	113 896	136 607
Research cost	4	(53 687)	(63 314)
Gross research income		60 209	73 293
Parliamentary grants	2	85 130	79 198
Parliamentary grants ring-fenced	2	5 000	4 000
Other income	3	12 977	17 603
		163 316	174 094
Administrative expenses	5	(51 853)	(60 676)
Staff costs	6	(95 412)	(89 721)
Other operating expenses	7	(9 150)	(12 720)
Depreciation	8	(5 383)	(6 183)
Surplus for the year		1 518	4 794

Statement of Financial Position

for the period ending 31 March 2006

	Notes	2006 R'000	2005 R'000
Assets			
Non-current assets			
Property, plant and equipment	9	81 617	49 494
Investment property	10	-	-
		81 617	49 494
Current assets			
Inventory	11	2 023	1 474
Trade and other receivables	12	20 304	33 603
Prepayments and advances	13	1 162	128
Cash and cash equivalents	14	15 903	30 375
		39 392	65 580
Total assets		121 009	115 074
Net assets and liabilities			
Capital and reserves			
Capital and income funds		76 468	46 994
Deferred income	18	4 331	5 003
		80 799	51 997
Non-current liabilities			
Provisions	21	8 086	7 472
		8 086	7 472
Current liabilities			
Trade and other payables	19	8 163	9 899
Income received in advance	20	23 961	45 706
		32 124	55 605
Total net assets and liabilities		121 009	115 074

Statement of Changes in Net Assets for the period ending 31 March 2006

	Income funds			Capital funds	Deferred income	Total
	Surplus funds	"Own-risk" insurance fund	General reserve			
	R'000	R'000	R'000	R'000	R'000	R'000
Balance at 1 April 2004	(5 040)	400	16 000	42 059	5 865	59 284
Transfer to general reserve	(8 219)	-	8 219	-	-	-
Net surplus for the year	4 794	-	-	-	-	4 794
Allocated from income during the year	-	-	-	-	(4 764)	(4 764)
Allocated from general reserve	-	-	(11 219)	-	-	(11 219)
Portion of Parliamentary grant utilised to acquire depreciable fixed assets for the year	-	-	-	-	3 902	3 902
Balance at 1 April 2005	(8 465)	400	13 000	42 059	5 003	51 997
Transfer to general reserve	8 365	-	-	-	-	8 365
Revaluation surplus	-	-	-	32 991	-	32 991
Net surplus for the year	1 518	-	-	-	-	1 518
Allocated from income during the year	-	(400)	-	-	(3 551)	(3 951)
Allocated from general reserve	-	-	(13 000)	-	-	(13 000)
Portion of Parliamentary grant utilised to acquire depreciable fixed assets for the year	-	-	-	-	2 879	2 879
Balance at 31 March 2006	1 418	-	-	75 050	4 331	80 799

Cash Flow Statement

for the period ending 31 March 2006

	Notes	2006 R'000	2005 R'000
Cash flows from operating activities			
Cash receipts from customers		229 549	232 173
Cash paid to suppliers and employees		(240 684)	(258 929)
Cash utilised in operations	22	(11 135)	(26 756)
Interest paid		-	-
Net cash outflows from operating activities		(11 135)	(26 756)
Cash flows from investing activities			
Proceeds on disposal of property, plant and equipment		215	12 969
Proceeds from investment		1 191	458
Acquisition of property, plant and equipment		(4 743)	(4 643)
Net cash (outflows)/inflows from investing activities	23	(3 337)	8 784
Net decrease in cash and cash equivalents		(14 472)	(17 972)
Cash and cash equivalents at the beginning of the year		30 375	48 347
Cash and cash equivalents at end of the year	14	15 903	30 375

Accounting Policies

for the period ending 31 March 2006

Basis of presentation

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

Standard of GRAP

GRAP1: Presentation of financial statements
 GRAP2: Cash flow statements
 GRAP3: Accounting policies, changes in accounting estimates and error

Replaced Statement of GAAP

AC101: Presentation of financial statements
 AC118: Cash flow statements
 AC103: Accounting policies, changes in accounting estimates and errors

1. Terminology differences:

Standard of GRAP

Statement of financial performance
 Statement of financial position
 Statement of changes in net assets
 Net assets
 Surplus/deficit for the period
 Accumulated surplus/deficit
 Contributions from owners
 Distributions to owners
 Reporting date

Replaced Statement of GAAP

Income statement
 Balance sheet
 Statement of changes in equity
 Equity
 Profit/loss for the period
 Retained earnings
 Share capital
 Dividends
 Balance sheet date

2. The cash flow statement can only be prepared in accordance with the direct method.
3. Specific information such as:
 - (a) receivables from non-exchange transactions, including taxes and transfers;
 - (b) taxes and transfers payable;
 - (c) trade and other payables from non-exchange transactions; must be presented separately on the statement of financial position
4. The amount and nature of any restrictions on cash balances is required to be disclosed. Paragraph 11 – 15 of GRAP1 has not been implemented as the budget reporting standard is in the process of being developed by the international and local standard setters. Although the inclusion of budget information would enhance the usefulness of the financial statements, non-disclosure will not affect fair presentation.

Accounting Policies

for the period ending 31 March 2006

Revenue

Revenue includes investment and non-operating income exclusive of value-added taxation. Revenue that resulted from the rendering of research and related services is acknowledged at the stage of completion, determined according to the percentage cost to date in relation to the total estimated cost of the project. Revenue from the sale of goods is recognised when significant risk and rewards of ownership of goods are transferred to the buyer. Revenue arising from royalties is recognised on an accrual basis in accordance with the substance of the relevant agreement.

Parliamentary grants received

Baseline grant

Parliamentary grants are accounted for in the period to which each grant relates.

Grants for depreciable and non-depreciable assets

Depreciable assets

Current year Parliamentary grants in respect of depreciable assets (excluding buildings) are allocated to income over the period of and in proportion to the depreciation, which is written off against such assets. A corresponding amount in respect of the relevant non-depreciable assets disposed of during the year is also allocated to income in the period in which it is disposed of. The balance of the Parliamentary grant not recognised in the statement of performance is disclosed as deferred income.

Non-depreciable assets

Parliamentary grants in respect of non-depreciable assets are allocated to income when received. A corresponding amount is then transferred from income funds to capital funds as an appropriation of accumulated funds per the statement of changes in net assets.

Accounting Policies

for the period ending 31 March 2006

Property, plant and equipment

Freehold land and buildings

Freehold land and buildings are accounted for separately.

Freehold land

Land has an unlimited useful life and therefore is not depreciated.

Buildings

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

The owner-occupied property will be depreciated at 2% per annum.

Valuation method

A valuation of owner-occupied property will be performed every three years based on the income capitalisation method. The market value is determined from the ability of the property to produce a rental income taking into account the expenses to produce the rental income which is capitalised at a market-related rate and taking into account the risk, age and condition of the property with existing buildings. Any surpluses that occur due to the revaluation of land and buildings are directly allocated to capital funds.

Equipment

Artwork is treated as an investment and is not depreciated and carried at cost.

All other types of equipment are stated at cost and depreciated on the straight-line basis over their estimated useful lives.

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

Motor vehicles	25%
Office furniture	20%
Computer and other equipment	33,3%
Library books and manuscripts	33,3%
Software	50%

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

Investment property

Investment property is property held to earn rentals. Investment property is stated at fair value and a valuation will be performed every three years based on the income capitalisation method. The fair value is determined from the ability of the property to produce a rental income, taking into account the expenses to produce the rental income which is capitalised at a market-related rate and taking into account the risk, age and condition of the property with existing buildings. Any surpluses that occur due to revaluation of the investment property are directly allocated to the capital funds.

Accounting Policies

for the period ending 31 March 2006

Inventories

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

Operating leases

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

Post-employment benefit cost

Pensions are provided for employees by means of three separate pension funds to which contributions are made. With regard to the Human Sciences Research Council Pension Fund (HSRCPF), and with effect from 1 April 1992, previous and current service costs and adjustments based on experience and additional funding for retired employees are acknowledged in the income statement as soon as the liability is known. With regard to the Associated Institutions Pension Fund (AIPF) and the Temporary Employees Pension Fund (TEPF), only the Council's contributions to the pension funds are recognised in the income statement.

Deferred income

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

Foreign currency transactions

Transactions in foreign currencies are accounted for at the rate of exchange ruling on the date of the transaction. Liabilities in foreign currencies are accounted for at the rate of exchange ruling at the balance sheet date, or at the forward rate determined in forward exchange contracts. Exchange differences arising from conversion are recognised in the income statement in the period in which they occur.

Post-retirement medical aid benefits

The HSRC contributed voluntary to post-retirement medical aid benefits of specific employees who opted to remain on the previous conditions of service when the benefit was terminated and the HSRC does not provide for post-retirement medical aid benefits to employees.

Accounting Policies

for the period ending 31 March 2006

Capital funds

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

Provisions

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

Financial instruments

Financial instruments carried on the balance sheet include cash and bank balances, receivables and trade payables. These instruments are generally carried at their estimated fair value. Receivables are carried net of the estimate of doubtful receivables.

Related parties

The Human Sciences Research Council operates in an economic environment currently dominated by entities directly or indirectly owned by the South African Government. As a result of the constitutional independence of all three spheres of government in South Africa, only parties within the national sphere of government will be considered to be related parties.

Key management is defined as being individuals with the authority and responsibility for planning, directing and controlling the activities of the entity. We regard all individuals from the level of Executive Director up to the Council as key management per the definition of the standard.

Close family members of key management personnel are considered to be those family members who may be expected to influence, or be influenced by key management individuals in their dealings with the entity.

Other related party transactions are also disclosed in terms of the requirements of the standard. The objective of the standard and the financial statements is to provide relevant and reliable information and therefore materiality is considered in the disclosure of these transactions.

Notes to the Annual Financial Statements

for the period ending 31 March 2006

	2006 R'000	2005 R'000
1 Research revenue		
An analysis of the HSRC's revenue is as follows:		
Rendering of services:		
Private Sector	9 613	16 159
Public Corporations	4 297	10 777
Public Sector	31 672	30 210
International Funding Agencies	66 152	62 257
National Funding Agencies	722	16 302
Professional services	1 440	902
Total	113 896	136 607
2 Parliamentary grants		
Grant allocation 2005:		
Parliamentary grants	84 458	80 060
VAT portion	12 335	-
Parliamentary grant – Ring-fenced	4 500	4 500
	101 293	84 560
Parliamentary grant	85 130	79 198
Parliamentary grant received	84 458	80 060
Plus: transferred from deferred income	672	(862)
Special Parliamentary grant	5 000	4 000
Special Parliamentary grant	4 500	4 500
Plus/(Less): rolled over portion	500	(500)
Total	90 130	83 198
3 Other income		
Rental income	6 067	8 501
Profit on disposal of assets	-	6 081
Product sales	718	998
Investment income	1 191	458
Other	5 001	1 565
Total	12 977	17 603

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

Notes to the Annual Financial Statements

for the period ending 31 March 2006

	2006	2005
	R'000	R'000
4 Cost of sales		
Direct labour expense	17 211	19 825
Direct research cost	36 476	43 489
Total	53 687	63 314
5 Administrative expenses		
General and administrative expenses	50 723	60 312
Auditor's remuneration	1 093	751
Audit fees – external	593	751
– internal	500	-
Net foreign exchange losses/(gains)	37	(387)
Total	51 853	60 676
6 Salaries and benefits		
6.1 Wages and salaries	87 609	82 564
Defined pension contribution plan expense	95	72
Defined contribution plan	7 164	6 513
Social contributions (employer's contributions)	64	21
Official unions and associations	64	21
Post-retirement medical benefit	480	551
Total	95 412	89 721
6.2 Non-benefit portion of salaries in cost of sales	17 211	19 825
Total	112 623	109 546

Notes to the Annual Financial Statements

for the period ending 31 March 2006

<i>Council members and executive management remuneration</i>					
	Fees for services as Council members	<i>Managerial services</i>			Total
		Basic salary	Bonuses and performance-related payments	Retirement fund and medical aid contributions	
2006	R	R	R	R	R
<i>Council members of the HSRC</i>					
Ms P.N. Gasa*	3 200	258 136	-	-	261 336
Professor G.J. Gerwel (Chair)	35 352	-	-	-	35 352
Dr P. Gobodo-Madikizela	38 552				38 552
Professor W.E. Morrow	40 914	-	-	-	40 914
Mr M.E. Motala	25 048	-	-	-	25 048
Mr S.M. Pityana	5 379	-	-	-	5 379
Mr M.V. Sisulu	7 258	-	-	-	7 258
Professor E.C. Webster	13 868	-	-	-	13 868
Ms P. Ntombela Nzimande	5 637				5 637
Mr T. Makwetu	18 829				18 829
<i>Executive member</i>					
Dr F.M. Orkin (President and CEO of the HSRC) (1/4/05–31/7/05)	-	817 521	507 339	64 732	1 389 592
Dr O. Shisana (President and CEO of the HSRC) (1/8/05 – 31/3/06)		770 752	79 040	110 071	959 863
<i>Senior management</i>					
Executive Directors **	-	7 201 503	1 040 398	1 136 601	9 378 502

* Ms P.N. Gasa was contracted as an external service provider to a specific project at the time of her appointment as a member of Council. Her contracted obligations to that project will continue until its conclusion.

** Executive Directors of the HSRC as on 31 March 2006 are listed below.

Dr R. Maharaj	Dr U. Pillay
Dr A. Kanjee	Professor L.M. Richter
Dr A.H. Kraak	Professor A.M. Habib
Dr M.A. Altman	Dr L.C. Rispel
Professor M.J. Kahn	Dr X.M.T. Mangcu (1/4/05 – 31/12/05)
Dr O. Shisana (1/4/05 – 31/7/05)	Mr M.J. de Klerk

Notes to the Annual Financial Statements

for the period ending 31 March 2006

	2006	2005
	R'000	R'000
7 Other operating expenses		
Staff training and development	1 033	1 000
Legal fees	532	1 237
Maintenance, repairs and running costs	5 942	8 247
- Property and buildings	1 400	2 262
- Machinery and equipment	3 460	4 126
- Other maintenance, repairs and running costs	1 082	1 859
Reversal of inventory write-down	-	(73)
Entertainment expense	277	173
Fruitless and wasteful expenditure	3	135
Other	1 363	2 001
Total	9 150	12 720
8 Depreciation		
- Buildings	1 236	1 177
- Computer and other equipment	2 699	4 049
- Vehicles	406	186
- Software	190	55
- Office furniture and fittings	852	715
- Library books	-	1
Total	5 383	6 183

Notes to the Annual Financial Statements

for the period ending 31 March 2006

9 Property, plant and equipment

	Total	Land	Buildings	Artwork	Motor vehicles	Office furniture	Computer and other equipment	Software	Library books, manuscripts
	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000
2006	49 494	2 986	39 324	240	698	2 710	3 536	0	0
Opening net carrying amount	85 268	2 986	42 808	240	1 046	6 206	26 881	372	4 729
Gross carrying amount	(35 774)	0	(3 484)	0	(348)	(3 496)	(23 345)	(372)	(4 729)
Accumulated depreciation	32 991	2 152	30 839	0	0	0	0	0	0
Revaluation	4 743	0	651	0	429	482	2 396	785	0
Additions	0	0	0	0	0	0	0	0	0
Transferred to investment property	(228)	0	0	0	(146)	0	(82)	0	0
Disposal and adjustments	(541)	0	0	0	(212)	0	(326)	0	(3)
Carrying amount	313	0	0	0	66	0	244	0	3
Accumulated depreciation	(5 383)	0	(1 236)	0	(406)	(852)	(2 699)	(190)	0
Depreciation	81 617	5 138	69 578	240	575	2 340	3 151	595	0
Closing net carrying amount	122 461	5 138	74 298	240	1 263	6 688	28 951	1 157	4 726
Gross carrying amount	(40 844)	0	(4 720)	0	(688)	(4 348)	(25 800)	(562)	(4 726)
Accumulated depreciation									
2005	51 080	2 986	40 493	236	180	1 631	5 497	57	0
Opening net carrying amount	80 820	2 986	42 800	236	371	4 417	24 910	372	4 728
Gross carrying amount	(29 740)	0	(2 307)	0	(191)	(2 786)	(19 413)	(315)	(4 728)
Accumulated depreciation	4 642	0	8	4	727	1 793	2 109	0	1
Additions	0	0	0	0	0	0	0	0	0
Transferred to investment property	(45)	0	0	0	(24)	0	(21)	0	0
Disposal and adjustments	(194)	0	0	0	(52)	(4)	(138)	0	0
Carrying amount	149	0	0	0	28	4	117	0	0
Accumulated depreciation	(6 183)	0	(1 177)	0	(185)	(714)	(4 049)	(57)	(1)
Depreciation	49 494	2 986	39 324	240	698	2 710	3 536	0	0
Closing net carrying amount	85 268	2 986	42 808	240	1 046	6 206	26 881	372	4 729
Gross carrying amount	(35 774)	0	(3 484)	0	(348)	(3 496)	(23 345)	(372)	(4 729)
Accumulated depreciation									

Notes to the Annual Financial Statements

for the period ending 31 March 2006

9 Property, plant and equipment (continued)

The Land is register as Stand 3242 Pretoria, measuring 7 655 m², Registration division JR, Transvaal and is situated at 134 Pretorius Street, Pretoria. The building consists of a reception area, offices, parking area, conference centre and a cafeteria built on land above. The valuation was conducted by an independent valuer, Mr Nico Fenwick of Fenwick Valuations with reference to the income capitalisation method. Transactions involving the sale of other buildings were investigated as an alternative basis of valuation but were not used because of uncertain comparability. Under the income capitalisation method, the market value is determined from the ability of the property to produce a rental income, taking into account the expense to produce the rental income, capitalised at a market-related rate, taking into account the risk, age and condition of the property with existing buildings.

The rental income is based on the ability of the building to produce market-related income stream-based on market-related rentals, and it is based on a five-year lease period with an escalation of 10% per year.

10 Investment property

	2006 R'000	2005 R'000
Opening balance at fair value	-	6 850
- Disposals	-	(6 850)
Closing balance at fair value	-	-

Riviera, Pretoria: Portion 58 (a portion of Portion 14), of the farm Rietfontein 321, measuring 2,3371 hectares, and the remaining portion of Stand 233, measuring 7 189 m², registration division JR, Transvaal, situated at 185 Rose Street, Riviera, Pretoria. The property was leased out under an operating lease. An independent external valuator, Fenwick Valuations, carried out a valuation on 28 March 2002 to determine the open market value between a willing seller and a willing buyer, as on the date of valuation. The property was valued at R6,85 million. The investment property was sold in March 2005 with approval from the Department of Science and Technology and National Treasury.

11 Inventories

Finished goods	2 023	1 474
Total	2 023	1 474

Inventory consists of publications carried at net realisable value

Notes to the Annual Financial Statements

for the period ending 31 March 2006

	2006	2005
	R'000	R'000
12 Trade and other receivables		
Trade receivables	21 565	35 525
Less: Provision for doubtful debts	(1 261)	(1 922)
	20 304	33 603
Other receivables – VAT	-	-
Total	20 304	33 603
13 Prepayments and advances		
Prepayments	1 162	128
Total	1 162	128

14 Cash and cash equivalents

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

Cash at bank	1 644	1 276
Cash on hand	30	29
Short-term investments	14 229	29 070
Total	15 903	30 375
Included in the short-term investments are the following funds invested on behalf of donors:-		
Conflict and governance facility	503	-
Ford Foundation	338	675
Department of Social Development	808	-
Canadian International Development Agency	880	-
DGIS (Netherlands Dutch Directorate-General for International Cooperation)	-	763
WK Kellogg Foundation	7 601	21 438
	10 130	22 876
HSRC's funds	4 099	6 194
	14 229	29 070
Cash at bank	1 644	1 276
Cash on hand	30	29
Total	15 903	30 375

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

Notes to the Annual Financial Statements for the period ending 31 March 2006

15 Pension funds

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

The administrators of the fund, ABSA Consultants and Actuaries, completed an additional interim valuation of the fund to coincide with the HSRC financial year-end, on 31 March 2006. For the purpose of this valuation, the assets in respect of the defined contribution members (198 members) were taken into account at full market value as these members are now entitled to the full market value of their investments achieved under the HSRCPF. The total value of the assets of the defined contribution members, as at the valuation date, amounted to R50,569 million.

With regard to the pensioners and the three members entitled to defined benefits, the assumptions made regarding the expected trajectory of the HSRCPF included no of deaths, withdrawals or early retirements. These assumptions as well as expected rates of salary increase, return on investment and operational costs, were used to calculate the discounted value of the accrued liabilities for all of the defined benefit members on the interim valuation date for comparison with the available assets of the HSRCPF. (See table below.) On this basis the accrued liability of the HSRCPF to these members as at the additional interim valuation date amounted to R1,516 million.

Pension fund valuation:

	Defined benefit pension fund	
	2006 R'000	2005 R'000
Present value of funded liabilities	1 516	1 282
Future value of plan assets	(7 955)	(5 946)
Funded status	(6 439)	(4 664)
Actuarial gains	1 637	184
Net asset	(4 802)	(4 480)
Number of members	5	5

The apportionment of the surplus will be completed with the finalisation of the statutory valuation of the fund for October 2005, therefore the asset cannot be determined at 31 March 2006.

Principal actuarial assumptions:

	2006	2005
	%	%
Valuation rate	7,4	7,9
Inflation rate	4,6	4,1
Salary increase rate	5,6	5,1
Expected investment return rate	8,4	7,6

Notes to the Annual Financial Statements

for the period ending 31 March 2006

15 Pension funds (continued)

Pension fund members:

	HSRC defined benefit pension fund	HSRC defined contribution fund
	%	%
Members as a percentage of total employment	1,06	69,96
Contribution rate	25,80	23,43
Members contribution (% of pensionable salary)	7,90	7,50
Employer contribution (% of pensionable salary)	19,70	15,93

16 Post-retirement medical benefits

Defined Contribution Plan:

As from 1 August 1997, post-retirement medical benefits are provided by membership of a Provision Fund (Fund) administered by Liberty Life of Africa Limited.

The HSRC, for staff who did not belong to the medical aid scheme on 1 August 1997, contributes a monthly amount of R100 on behalf of the members to the Fund. The HSRC, for staff who joined the service of the HSRC after 1 April 1998, irrespective of whether they joined the medical aid scheme or not, contributes an amount of R100 per month on behalf of the members to the Fund. The Fund value as at 31 March 2006 was R9,872 million.

Voluntary contributions:

Currently the HSRC contributes voluntary to the current continuation members (97 members) an average amount of R482 per month. There are two members in active employment who are entitled to this contribution after continuation as at 31 March 2006. If this contribution was guaranteed by the HSRC, the actuarial accrued liability would have been R4,662 million.

Notes to the Annual Financial Statements for the period ending 31 March 2006

17 Uncovered foreign currency monetary items

At 31 March 2006 the HSRC had the following foreign exchange currency transactions not covered by forward exchange contracts.

Year				Year			
2006				2005			
British pound	Euro	US dollar	British pound	Australian dollar	Canadian dollar	Euro	US dollar
'000	'000	'000	'000	'000	'000	'000	'000
20	27	175	0,5	3	8	3	34
Rand	Rand	Rand	Rand	Rand	Rand	Rand	Rand
'000	'000	'000	'000	'000	'000	'000	'000
220	198	1 077	6	12	41	16	207

18 Deferred income

Government grants received, to be recognised in future accounting periods

Balance at the beginning of the year

Portion of grant used for depreciable assets

Less: allocated to Income Statement

Portion of grant used for depreciable assets

2006	2005
R'000	R'000
5 003	5 865
2 879	3 902
7 882	9 767
(3 551)	(4 764)
4 331	5 003

19 Trade and other payables

Trade creditors

VAT input

Deposits

Total

7 093	9 600
954	183
116	116
8 163	9 899

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

20 Income received in advance

Advances

Closing balance

23 961	45 706
23 961	45 706

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

Notes to the Annual Financial Statements

for the period ending 31 March 2006

21 Provisions

	Salary and related expense provision	Legal cost	Total
	R'000	R'000	R'000
Opening balance	7 243	229	7 472
Utilisation of provisions during the year	-	-	-
Unused amounts reversed during the year	-	-	-
Provisions made during the year	614	-	614
Less: current portion of provision	-	-	-
Closing balance	7 857	229	8 086

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

22 Reconciliation of profit/(loss) before taxation to cash generated from/(utilised in) operations

	2006 R'000	2005 R'000
Profit before taxation	1 554	4 794
Adjusted for:		
- Allocation to retained earnings	(13 400)	(11 219)
- Depreciation on property, plant and equipment	5 383	6 183
- Restatement of income	8 365	
- Loss/(profit) on disposal of property, plant and equipment	14	(6 081)
- Investment income	(1 191)	(458)
- Increase/(decrease) in provisions	614	(82)
- Deferred income	(672)	(862)
Operating cash flows before working capital changes	667	(7 725)
Working capital changes	(11 802)	(19 031)
- Increase in inventories	(549)	(250)
- Decrease/(increase) in receivables	12 265	(6 052)
- Decrease in payables	(23 518)	(13 229)
Cash utilised in operations	(11 135)	(26 756)

Notes to the Annual Financial Statements

for the period ending 31 March 2006

23 Net cash from/(used in) investing activities

	2006 R'000	2005 R'000
Interest received	1 191	458
Proceeds on disposal of property, plant and equipment	215	(29)
Acquisition of property, plant and equipment	(4 743)	(4 642)
Disposal of investment property	-	12 997
Cash from/(used in) investing activities	(3 337)	(8 784)

24 Operating lease arrangements

The HSRC has leased office space to the Department of Public Works at 134 Pretorius Street, Pretoria for a period of 60 months, effective from 1 May 2001. A new lease is to be signed, effective from 1st of May 2006 for a period of three years. The projected lease payment is R0,65 million per month. The contract is expected to include an annual escalation of 8% in the rental.

	Up to 1 year		1 to 5 years	
	2006 R'000	2005 R'000	2006 R'000	2005 R'000
Future minimum lease payments expected to be received	7 866	5 339	17 608	448

Investment property

	2006 R'000	2005 R'000
Rental income	-	2 468
Direct operating expenses	-	62

The HSRC has leased office space from Old Mutual Assurance Company (South Africa) Limited at Plein Street, Cape Town, Portions of the 10th, 14th and 16th floors and the entire 12th and 13th floors for a period of seven years, effective from 1 October 2005. The lease payment is R0,126 million per month. The contract is expected to include an annual escalation of 9% in the rental.

	Up to 1 year		1 to 5 years		More than 5 years	
	2006 R'000	2005 R'000	2006 R'000	2005 R'000	2006 R'000	2005 R'000
Future minimum lease payments	1 728	826	9 885	10 340	-	1 272

Notes to the Annual Financial Statements for the period ending 31 March 2006

24 Operating lease arrangements (continued)

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

	Up to 1 year		1 to 5 years	
	2006	2005	2006	2005
	R'000	R'000	R'000	R'000
Future minimum lease payments	423	-	1 106	-

A lease agreement was signed with Standard Bank for lease of a vehicle, the agreement was made effective from 4 October 2005 and for a period of three years. An amount of R 0,123 million (incl. vat) was paid upfront and the lease payment is R0,003 over 38 months.

	Up to 1 year		1 to 5 years	
	2006	2005	2006	2005
	R'000	R'000	R'000	R'000
Future minimum lease payments expected to be received	36	-	55	-

25 Capital expenditure

Approved by management, but not yet contracted

The capital expenditure is to be financed as follows:

Internally-generated funds

	2006 R'000	2005 R'000
Approved by management, but not yet contracted	4 100	3 200
Internally-generated funds	4 100	3 200

Notes to the Annual Financial Statements

for the period ending 31 March 2006

	2006 R'000	2005 R'000
26 Financial instruments		
Financial instrument asset		
Bank balances	15 903	30 375
Trade receivables	20 304	33 603
Total financial instrument assets	36 207	63 978
Financial instrument liability		
Trade payables	8 163	9 899
Other adjustments	649	881
VAT liability	(970)	(184)
Total financial instrument liability	7 842	10 596

27 Financial risk management

Interest rate risk

The Council invests surplus cash on fixed notice deposits for periods of 32 days. Interest rates on these deposits are fixed for the period of investment. Other funds are kept in the current and call accounts at variable interest rates.

Liquidity risk

The Council maintains sufficient funds available in call and current accounts to meet its three-month cash-flow requirements. Temporary surplus cash is invested in fixed deposits.

Credit risk management

The Council invests temporary cash surpluses with a major South African bank of high standing.

28 Related parties

The Human Sciences Research Council is one of 3A schedule National Public Entities in terms of the Public Finance Management Act (Act 1 of 1999 as amended) and therefore falls within the national sphere of government. As a consequence the Human Sciences Research Council has a significant number of related parties being entities that fall within the national sphere of government.

Unless specifically disclosed these transactions are concluded on an arm's length basis and the HSRC is able to transact with any entity.

Notes to the Annual Financial Statements

for the period ending 31 March 2006

28 Related parties (continued)

Transactions with related entities

The following is a summary of transactions with related parties during the year and balances due at year-end:

2006

	Services rendered	Services received	Amount due from	Amount due to
	R'000	R'000	R'000	R'000
Major public entities	4 904	0	1 391	-
National government business enterprises	184	244	155	-
	5 088	244	1 546	-

2005

	Services rendered	Services received	Amount due from	Amount due to
	R'000	R'000	R'000	R'000
Major public entities	7 360	1	59	-
National government business enterprises	430	123	217	-
	7 790	124	276	-

Report of the Human Sciences Research Council (HSRC) Audit Committee - 2005/06

Report of the Human Sciences Research Council (HSRC) Audit Committee – 2005/06

We are pleased to present our report for the financial year ended 31 March 2006.

Audit Committee responsibility

The Audit Committee reports that it has complied with its responsibilities arising from section 38 of the *Public Finance Management Act, 1999*. This report has been prepared according to the Treasury Regulations for public entities issued in terms of the PFMA and promulgated in Gazette 7372 on 25 May 2002. The HSRC is listed as a national public entity in Schedule 3A of the Act.

Audit Committee members and meetings

The entity's accounting authority, the HSRC Council, appointed the present Audit Committee members on 9 February 2006. During the year under review (2005/06) the Committee consisted of Messrs T. Makwetu (Council member and Chairperson), and R.J. Page-Shipp (specialist member), Professor W.E. Morrow (Council member), and Ms R. Xaba (specialist member). The President of the HSRC, Dr O. Shisana (CEO and Council member) is an *ex officio* member of the Audit Committee.

The Audit Committee met on 23 May 2005, 25 July 2005, 7 November 2005 and 2 February 2006. In addition to the above members, persons attending Committee meetings by standing invitation include the Internal Auditor, the Chief Financial Officer and representatives of the Office of the Auditor-General and its agent. Where necessary, the Committee met separately with external and internal auditors.

The effectiveness of internal control

The system of internal control is effective as the various reports of the internal auditors, the Audit Report on the Annual Financial Statements, and the management letter of the Auditor-General have not reported any significant or material non-compliance with prescribed policies and procedures.

Report of the Human Sciences Research Council (HSRC) Audit Committee - 2005/06

Evaluation of Financial Statements

The Audit Committee has reviewed the Annual Financial Statements of the HSRC (including the Council's Report), the Report of the Auditor-General and periodic reports submitted to the Audit Committee by the Internal Audit section of the organisation. In the context of our understanding, the Committee is satisfied that the major financial risks of the entity are appropriately managed and that the financial statements are a fair reflection of the HSRC's activities in the last fiscal year. The Audit Committee concurs and accepts the conclusions of the Auditor-General on the Annual Financial Statements and is of the opinion that the audited Annual Financial Statements be accepted and read together with the report of the Auditor-General.



T. MAKWETU
Chairperson of the Audit Committee
Human Sciences Research Council
Pretoria

31 July 2006