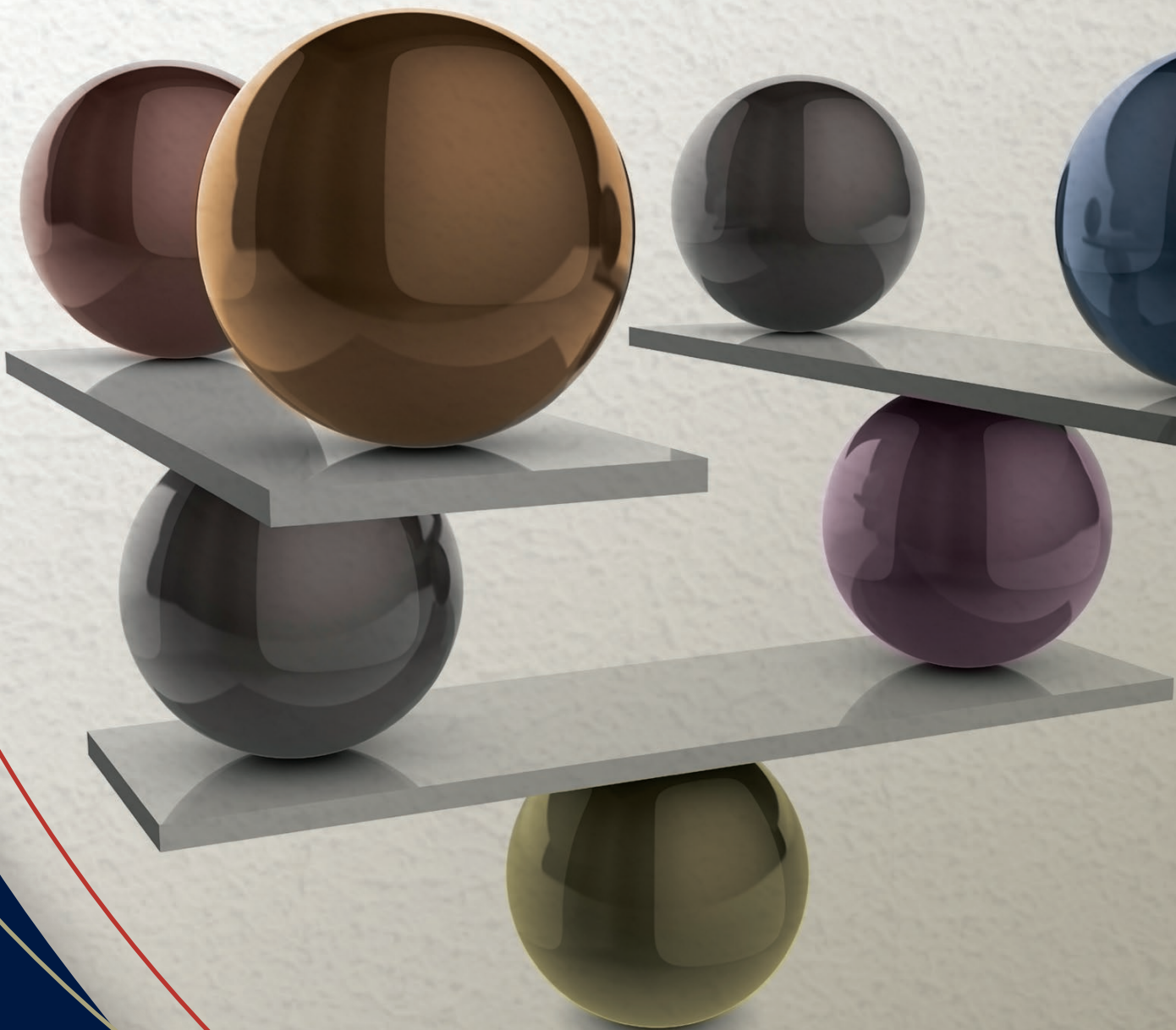


ANNUAL REPORT 2011/2012



HSRC
Human Sciences
Research Council

OFFICIAL SIGN-OFF

It is hereby certified that this integrated annual report:

- Was developed by the management of the HSRC under the guidance of the HSRC Board;
- Takes into account all the relevant policies, legislation and other mandates for which the HSRC is responsible; and
- Accurately reflects performance against the strategic outcome-oriented goals and objectives which the HSRC committed to achieve over the 2011/2012 period.

Dr O Shisana

Chief Executive Officer

Signature:



Ms P Nzimande

Chair of the Board

Accounting Authority

Signature:



Scope and boundary of the integrated annual report

The integrated annual report covers the activities and results of the HSRC for the period 1 April 2011 to 31 March 2012. The integrated annual report has been prepared according to Generally Recognised Accounting Principles (GRAP), the requirements of the Public Finance Management Act (No 29 of 1999) (PFMA) and the recommendations of King III. Management has also considered the guidelines published by the integrated reporting committee of South Africa. The report aims to assist stakeholders in their assessment of the HSRC's ability to create and sustain value.

CONTENTS

ORGANISATIONAL OVERVIEW	3
Official Sign-Off	
Message from the Chair	4
Message from the CEO	5
Our Heritage and Who We Are Today	7
What We Believe in and Our Focus	9
Our People – HSRC Board and Executive Management	12
What We Do	16
Democracy, Governance and Society	17
Education and Skills Development	23
Families, Children and Youth	27
Health and Nutrition	31
Research, Innovation and Economic Growth	37
HSRC Seminars, Policy Discussions and Workshops	42
Research Outputs 2011/2012	43
GOVERNANCE REPORT	61
Ethical Leadership	62
Sustainability Report	64
Risk Management Review	70
IT Governance	72
Legislative Compliance	72
Stakeholder Engagement	73
PERFORMANCE AGAINST PREDETERMINED OBJECTIVES	77
Predetermined Objectives	78
Performance Highlights	79
Performance Against the Strategic Performance Indicators	84
Performance Targets: 2012/2013–2016/2017	94
ANNUAL FINANCIAL STATEMENTS	101
Audit and Risk Committee Report	102
Approval of Annual Financial Statements	104
Report of the Auditor-General to Parliament	105
Statement of Financial Position	107
Statement of Financial Performance	108
Statement of Changes in Net Assets	109
Cash Flow Statement	110
Accounting Policies	111
Notes to the Annual Financial Statements	119
HUMAN RESOURCE MANAGEMENT	153
Expenditure	154
Employment and Vacancies	154
Employment Equity	154
Performance Rewards	155
Foreign Workers	155
Leave Utilisation	156
HIV/AIDS and Health Promotion Programmes	156





ORGANISATIONAL OVERVIEW

MESSAGE FROM THE CHAIR



The HSRC Board functions through King III in context with the HSRC Act, the PFMA and other applicable codes of governance. Furthermore, the HSRC is a well-governed entity with effective internal controls. The organisation also possesses adequate information to make important strategic, business and operational decisions. The Five Year Strategic Plan and the Annual Performance Plan 2011/2012 was approved by the HSRC Board prior submission to the minister of Science and Technology. We can say with confidence that we have set clear objectives and identified our key risks and performance areas. Therefore, we are assured that the HSRC delivers on its mandate as per the Act.

We are also persuaded that the executive management provides leadership characterised by the values of responsibility, accountability, fairness and transparency. The main objective has always been to conduct ethical business while building a sustainable entity that recognises the short- and long-term impact of its activities on the economy, society and the environment.

The board's duty, among others, is to make sure that the organisation lives up to its ethical values; and in this regard, the board has reviewed and approved the Code of Ethics and the Code of Conduct as well as the Anti-Corruption Strategy designed to prevent, detect and manage unethical conduct and address potential conflict of interest. Also, anonymous whistleblowing on corruption is ensured through publicised ethics and fraud hotlines.

The HSRC has also established the Enterprise Risk Management unit headed by the chief risk officer to ensure that the HSRC has and maintains an effective and efficient system of internal control and risk management by driving the board's initiative to build a risk-intelligent organisation.

In its commitment to undertake high-quality research the HSRC's research ethics committee ensures that a culture of ethical conduct and research integrity is maintained at all times. The HSRC currently has a Federalwide Assurance (FWA) registration to confirm that it complies with the regulations of the US Department of Health and Human Services regarding the protection of human subjects. All research projects must obtain ethical clearance from the research ethics committee before data collection is initiated. Members of the research ethics committee attend reorientation and training workshops regularly to promote research integrity across the board. This eliminates potential research misconduct, falsification and fabrication.

The HSRC Board is inspired by the impact of HSRC research in the public sphere – particularly in areas such as education, HIV/AIDS, governance and service delivery, and poverty and inequality to name a few. HSRC population-based surveys on health and socioeconomic indices are the benchmark for policymakers and researchers in Africa and worldwide. The HSRC has also built capacity to monitor and evaluate the impact of its policy recommendations on marginalised communities and it remains a trendsetter in the dissemination of research-based information through its widely distributed publications, often free of charge. The organisation remains committed to conducting research in a responsible and beneficial manner. In executing its mandate, all staff members are required to be sensitive to development issues and to the special needs of marginalised groups. The HSRC has also been very supportive of community-orientated outreach activities. The HSRC is committed to sustainable development and its drive to reduce its carbon footprint is regularly communicated to staff. Thus, the organisation has introduced innovative ways to reduce the use of energy, paper and water.

In conclusion, the board wishes to express its appreciation to Minister Mrs Naledi Pandor and the DST for their support and cooperation. The support of the funding agencies is also appreciated. The board also commends CEO Dr Olive Shisana and her executive staff for the considerable achievements in the year under review. In this period, the HSRC was managed in accordance with good corporate practice and in compliance with statutory and reporting obligations. It adhered to the business and strategic plans approved by the board.

MESSAGE FROM THE CEO



It is a pleasure to present the HSRC annual report to stakeholders from government, civil society, academic institutions, scientific bodies and funding agencies.

The HSRC, during this reporting period, developed a five-year strategy focusing on advancing social sciences and humanities for public use. This strategy guided and informed the HSRC's financial, human investment and activities.

The HSRC has performed well during the reporting period, achieving 84% of its set targets. These can be broken down according to a number of indicators encapsulated in the acronym ADEPTS. This refers to: (a) knowledge advancement through institutional collaboration; public dialogue, policy briefs and peer-reviewed publications (100% achievement); (b) contribution to development and social progress in Africa through research which is informed by government, civil society and community needs (79% achievement); (c) development of a skilled and capable workforce (75% achievement); (d) preservation and sharing of data with others for further analysis (136% achievement), (e) contribution to the ongoing transformation of the organisation (80% achievement); and (f) development and implementation of strategies to ensure the financial sustainability of the organisation (80% achievement).

The HSRC contributed to the creation of knowledge used by scholars to advance local and international social science. The knowledge produced has informed government policies designed to improve the lives of South Africans and members

of society to engage with a variety of matters based on the outputs of the research. This is possible because some of the research is informed by the reality experienced on ground level and future challenges that the country is likely to face.

While conducting research, the HSRC has developed young people to acquire research skills while undertaking master's and doctoral studies from universities through the help of postdoctoral research fellows who plan to enter the research career. Many of these research trainees are later absorbed into government, public entities, academic institutions, non-government institutions and the private sector.

One major outcome of the research is the sharing of information with other scientists, who now can answer new questions based on data curated by the HSRC. This reduces the cost of generating knowledge and is beneficial because new questions can be investigated without having to repeat data collection.

The HSRC continues to be inclusive in terms of race, gender and the way in which it conducts research. Given the diverse society that South Africa is, it helps to examine social phenomenon using multiple lenses producing a far more accurate mirror of the country than is possible with a homogenous lens. Unfortunately, the HSRC still struggles to recruit senior African women scientists.

By setting strategic objectives that reinforce the HSRC's commitment to conducting evidence-based research to inform public policy, the organisation has been able to secure funding from both government and external sources. Three important performance indicators illustrate the HSRC's achievements in this regard: (a) the government's financial contribution to the HSRC has exceeded external (domestic and international) funding; (b) the external funding has increased substantially when compared to previous years; and (c) the total income of the organisation has reached a record high, exceeding revenue in any previous year. Unlike in the 2010/2011 financial year when the effects of the global economic crisis exerted a significant impact on the HSRC's revenue, the organisation has been able to skilfully weather the storm and grow its proportion of funding from government, while aggressively securing funding from international sources by presenting compelling arguments about the value of the work done to benefit the public. The funds used were spent well with an unbroken record of unqualified audits by the Auditor-General supporting this achievement.

With its secure financial base, the HSRC undertook about 150 research projects covering areas related to: (a) democracy, governance and society; (b) education and skills development; (c) families, children and youth; (d) health and nutrition; and (e) research, innovation and economic growth. These are critical areas of research given the challenges of unemployment, poverty, inequality, and crime and corruption in South Africa. The annual report also lists reports and publications produced during the last financial year.

The largest financial contribution supported research that informed the development of the national strategic plan to prevent HIV infections. The research identified risk factors that contribute to the spread of HIV in the general population as well as in vulnerable groups, providing valuable information on those needing special attention in prevention efforts. This is no surprise given the observation that South Africa continues to have the largest number of people living with HIV/AIDS worldwide.

The second largest financial contribution allowed for a critical study on the education system. Admittedly, South Africa's performance with respect to improvements in the basic education system is a concern, with comparative studies showing that some of our poorer neighbouring countries are performing considerably better. This suggests that other factors, besides funding, contribute to poor performance. In this regard, the HSRC conducted research to monitor the performance of the education system, assessing literacy and numeracy levels in primary schools. The National Skills Development Strategy was also assessed in the extent to which it meets its objectives through public funding investment in upgrading skills and reducing unemployment. The study has produced reliable data and management information necessary for developing interventions.

A third large project aims to provide scientific information on the health and nutritional status of the population, and represents the first such study in South Africa. Given the overall poor health outcomes in this country, it has become imperative to investigate the nature, extent and social determinants of these health outcomes. The study further addresses the relationship between medical, nutritional and behavioural/societal risk factors contributing to information necessary to develop interventions to achieve the national health objectives.

The HSRC is conscious of the environment within which it operates, not only with respect to economic conditions, but also within the context of global environmental changes that affect the sustainability of the planet. The formative steps in the HSRC's work on climate change is to sensitise the nation on the importance of the social dimensions of climate change through the hosting of public seminars and the initiation of research projects in this area.

To this effect, the HSRC embarked on a study on regenerative farming approaches, which aims to produce primary evidence on how climate change interacts with primary agriculture. A new study on the green economy is also being initiated. The broad aim of the study is to assess the extent to which, in combining the benefits of environmental and economic development, it is possible to create more resilient cities in the long term, while reducing poverty in the short term. It is evident that the South African economy, in creating conditions for economic growth, must strive to ensure that these critical national imperatives do: (a) reduce carbon emissions and pollution; (b) enhance energy and resource efficiency; and (c) prevent the loss of biodiversity and do not compromise the functioning of the ecosystem.

Much of the success we achieved would not have been realised without the support of the HSRC Board, led by Mrs Phumelele Nzimande. The board's oversight and advice has made a significant contribution to our success. The support of Minister Mrs Naledi Pandor of Science and Technology, the Deputy Minister Mr Derek Hanekom, as well as the Director-General Dr Phil Mjwara and his staff at DST are very much appreciated. Funding received by various government departments and domestic as well as international funding agencies and/or partners have contributed immensely to the relevance of the work at the HSRC; for this we are appreciative. The executive management and staff of the HSRC have all contributed to the success of the organisation, without which we would not have achieved our objectives.

Our heritage and who we are today

The HSRC was established in 1968 by an Act of Parliament namely the Human Sciences Research Act (No 23 of 1968) as amended by Act 17 of 2008, as South Africa's statutory research agency. It has grown to become the largest dedicated research institute in the social sciences and humanities on the African continent conducting cutting-edge research in areas that are crucial to development.



We are required to conduct policy-relevant research to inform the work of public-sector users, NGOs, the broader academic community and international development agencies.

Research activities and structures are closely aligned with South Africa's national development priorities. Of which the most notable are poverty reduction through economic development, skills enhancement, job creation, education, the wellbeing of children and families, the elimination of discrimination and inequalities, and the promotion of democracy, good governance and effective service delivery. Another large research area covers the behavioural and social aspects of health, including HIV/AIDS, sexually transmitted infections, tuberculosis, nutrition and health systems.

Our collaborative approach to research enables productive and beneficial interaction with research experts in South Africa, the Southern African Development Community (SADC), elsewhere in Africa, and globally. Our mandate is to inform the effective formulation and monitoring of government policy; to evaluate policy implementation; to stimulate public debate through the effective dissemination of research-based data and fact-based research results; to foster research collaboration; and to help build research capacity and infrastructure for the human sciences.

The organisation is home to about 500 staff members, all dedicated to support or conduct social science and humanities research. Our 150 dedicated professional researchers, located in four provinces (Gauteng, Western Cape, KwaZulu-Natal and Eastern Cape), are supported by a strong physical and institutional infrastructure, including technical and support positions, to enable the organisation to respond efficiently to research needs.

During the 2011/2012 financial year, there were several different research projects underway. Our research capability enables us to testify in Parliament regarding the government departments' capacity to spend budgets allocated according to their business and annual performance plans; the creation of decent work and sustainable livelihoods; national health insurance, HIV/AIDS service delivery; education; and the fight against crime and corruption.

On another level, the HSRC seeks to serve as a knowledge hub to bridge the gap between research, policy and action, thereby increasing the impact of research. This role is implemented through collaboration with key constituencies, including government and other research organisations, multinational agencies, universities, and non-government, donor and development organisations. For example, the council has concluded research cooperation agreements with 26 national universities and government departments and 12 international universities and research institutions.

These relationships are being strengthened by the fact that many of our leading researchers serve on international scientific bodies such as the Global Fund for HIV/AIDS, TB and Malaria; the Global HIV Prevention Working Group; the International AIDS Society; the International Social Science Council (ISSC); the Trinity International Development Initiative (TIDI) and the Director-General of UNESCO's High Panel on Science.

We also conduct monitoring and evaluation of policies and programmes providing objective information to assess the country's progress. Two examples of these are our contributions to South Africa's national HIV/AIDS strategic plans and policies; assessments of numeracy and literacy in education; and conducting an annual research and development (R&D) survey that informs the national R&D strategy.

We have a strong footprint in other African countries through our affiliation with CODESRIA, participation in the SADC and the New Partnership for Africa's Development (NEPAD), as well as hosting African research fellows in four of our six research programmes.

The HSRC's integrated research programmes provide a firm foundation for the undertaking, promoting and coordinating of research efforts in the social sciences and humanities. They also allow the HSRC to provide single points of entry – complete with a critical mass of researchers – for interdisciplinary and problem-orientated research in the following areas:

- Democracy, Governance and Service Delivery (DGSD);
- Education and Skills Development (ESD);
- Economic Performance and Development (EPD);
- Social Aspects of HIV/AIDS, STIs and TB (HAST);
- Human and Social Development (HSD); and
- Population Health, Health Systems and Innovation (PHHSI).

A crosscutting entity, Research Use and Impact Assessment (RIA), seeks to extend and enhance the use and impact of scientific research from the HSRC and other sources of research; and to manage the HSRC's relationships, reputation and brand.

The HSRC's research outputs include reports for users, occasional papers and scholarly articles in peer-reviewed journals, books and a news magazine that allows us to improve the public understanding of science. These are disseminated in print through the HSRC Press, through policy briefs aimed at government and policymakers, and through the media, including social media, our website, conferences and extensive research networks.

What we believe in and our focus

VISION

Our vision is to develop the HSRC to serve as a knowledge hub for research-based solutions to inform human and social development in South Africa, Africa and globally.

MISSION

The HSRC is a research organisation that advances social sciences and humanities for public use.

VALUES

As an institution, the HSRC will at all times strive to:

- Be a scientific research organisation whose work is viewed as authoritative and non-partisan;
- Use its parliamentary grant and other public funds to undertake and promote research that will benefit all South Africans, particularly marginalised groups, and promote human wellbeing and the achievement of social justice;
- Collaborate with relevant groupings including government, higher education institutions, donors, non-governmental organisations, media and advocacy groups in the course of its work, while maintaining its independent identity; and
- Be guided by its Code of Ethics in introducing, revising and implementing policies and procedures to guide council members and employees in respect of ethical conduct in their different spheres of activity. The HSRC's policies and procedures will thus seek to integrate ethical issues into daily activities and decisionmaking.

Constitutional mandates

The Constitution of the Republic of South Africa Act (No 108 of 1996) specifically applies to the work of the HSRC in terms of Section 12(2)(c) which highlights the right of not being subjected to medical or scientific experiments without informed consent. Section 16 addresses freedom of expression, including the right to academic freedom and freedom of scientific research.

The HSRC Code of Research Ethics addresses the way in which these rights are applied. An active and internationally accredited research ethics committee reviews the HSRC research proposals to ensure that the HSRC researchers, as well as project collaborators adhere to the highest ethical standards. This service is also available to non-HSRC researchers. The HSRC media policy addresses the way in which freedom of expression is aligned with principles of scientific integrity and accountability.

Legislative mandates

The HSRC is a Schedule 3A national public entity in terms of the PFMA (No 1 of 1999) reporting to the Department of Science and Technology; as such the minister of Science and Technology is the executive authority. The HSRC is governed by a board appointed by the minister as the accounting authority of the HSRC.

The HSRC operates in terms of the HSRC Act which outlines the functions of the HSRC Board and mandates the HSRC to:

- Initiate, undertake and foster strategic basic and applied research in human sciences;
- Address developmental challenges in the Republic, elsewhere in Africa and in the rest of the world by gathering, analysing and publishing data relevant to such challenges, especially by means of projects linked to public sector oriented collaborative programmes;
- Inform the effective formulation and monitoring of policy, as well as to evaluate the implementation thereof;
- Stimulate public debate through the effective dissemination of fact-based research results;
- Help build research capacity and infrastructure for the human sciences;
- Foster research collaboration, networks and institutional linkages;

- Respond to the needs of marginalised groups in society through research and analysis of developmental issues, thus contributing to the improvement of the quality of their lives;
- Develop and make available datasets underpinning research, policy development and public discussion of developmental issues; and
- Develop new and improved methodologies for use in the development of such for datasets.

The HSRC Act also allows the organisation to undertake or commission research in any subject in the field of the human sciences and to charge fees for research conducted or services rendered at the request of others.



Policy mandates

The HSRC is committed to the outcomes approach as developed by government. It will contribute towards achieving outputs listed in the performance agreement between the minister of Science and Technology and the president of South Africa. It is also recognised as an important roleplayer in a number of delivery agreements aimed at supporting the achievement of the 12 outcomes that had been agreed to for the 2009/2014 electoral period. Delivery agreements where specific reference is made of the HSRC include those for Outcome 1 (improved quality of basic education), Outcome 2 (a long and healthy life for all South Africans), and Outcome 5 (a skilled and capable workforce to support an inclusive growth path). The HSRC also contributes towards other research-based outcomes that are clearly articulated in the delivery agreements between other ministers and the president of South Africa.

In the delivery agreement for Outcome 1, the HSRC is listed as an agency whose work will contribute towards knowledge in the area of quality basic education, and is described as having been at the forefront of educational research in South Africa. Furthermore, the document suggests that ongoing collaboration with the HSRC and other statutory bodies is critical in supporting this outcome.

The delivery agreement for Outcome 5 contains reference to the need to establish a credible institutional mechanism for skills planning. It is proposed that a partnership MoU involving the Departments of Higher Education and Training, Science and Technology as well as the HSRC be established for the provision of analyses, surveys, studies, investigations and research into the supply and demand of skills.

The HSRC is listed as one of the sources of data on health, to help monitor the delivery agreement for Outcome 2. These include outcomes related to combating HIV/AIDS and decreasing the burden of TB, infant, child and maternal mortality, as well as chronic lifestyle diseases.



Our people HSRC Board



Prof Adebayo Olukoshi (From 1 Jan 2012) PhD, Leeds University (UK). Director, United Nations African Institute for Economic Development and Planning (IDEP) and Interim executive director, Africa Governance Institute (AGI), both at Dakar and Senegal. Prof of International Economic Relations and former executive secretary, CODESRIA. Previously served as director of research at the Nigerian Institute of International Affairs, senior research fellow/research programme coordinator at the Nordic Africa Institute and a senior programme staff member at the South Centre in Geneva.



Dr Olive Shisana ScD, Johns Hopkins University. HSRC CEO. Former positions held: executive director of the HSRC's Social Aspects of HIV/AIDS and Health research programme; prof of Health Systems, Medical University of South Africa (MEDUNSA); executive director, Family and Community Health, World Health Organisation (WHO), Switzerland; director-general, Department of Health, South Africa; group manager, South African Medical Research Council; and acting chief of Research and Statistics Division, District of Columbia local government (USA); chair of the Ministerial Advisory Committee on National Health Insurance, member of the Economic Advisory Panel, and president of the International Social Science Council.



Prof Akilagpa Sawyerr (Resigned on 31 Aug 2011) JSD, University of California (Berkeley). Fellow of the Ghana Academy of Arts and Sciences. Member, Council of State (Ghana); member of the Governing Board of the Commonwealth of Learning; the Advisory Council of the Ibrahim Index of African Governance; the Board of Trustees for the Institute for Democratic Governance, and chair of the Programme Steering Committee of STAR-Ghana. Former positions held: prof of law and vice-chancellor, the University of Ghana, secretary-general, the Association of African Universities, and president of the Council for the Development of Social Science Research in Africa (CODESRIA).



Prof Rashid Hassan (Resigned on 29 Feb 2012) PhD, Iowa State University (USA). Prof and director, Centre for Environmental Economics and Policy in Africa (CEEPA), University of Pretoria.



Prof Amanda Lourens PhD, University of Pretoria. Vice-rector, Research and Planning (NWU) – Potchefstroom Campus Extraordinary associate prof in Statistics (NWU). Past president of the Southern African Research and Innovation Management Association and the South African Statistical Association. Past chairperson of the Southern African Association for Institutional Research. Past assistant director of the South African Higher Education Retention Data Project.



Prof Tahir Pillay PhD, University of Cambridge. Deputy vice-chancellor and head, College of Health Sciences and prof of Chemical Pathology (UKZN); honorary prof of Chemical Pathology (UCT); associate editor of the Journal of Clinical Pathology (London).



Dr Botlhale Tema
PhD, University of Reading (UK). Managing director: African Creative Connections, member of the Advisory Panel of the Network for the Coordination and Advancement of sub-Saharan Africa EU Science and Technology, chairperson of the Board of Programme for Technological Careers, former ex-officio member of the AU Steering Committees on Education, Science and Technology, ICT and the Youth Programme, former ex-officio member of the South African National Commission of United Nations Educational, Scientific and Cultural Organisation (UNESCO).



Prof Enrico Uliana (From 1 Jan 2012)
PhD, Stellenbosch University. CA (SA). Executive director: Finance – University of Cape Town (UCT). Visiting prof at the Graduate School of Business (UCT), the Department of Accounting – Nelson Mandela Metropolitan University, the Department of Accounting Rhodes University, Rotterdam School of Management – Erasmus University, Bologna University, Milano-Bicocca University. Editor of South African Journal of Accounting Research and on the editorial team of several international journals. Co-author of three textbooks (eleven editions), including the biggest-selling financial management textbook in South Africa for 25 years.



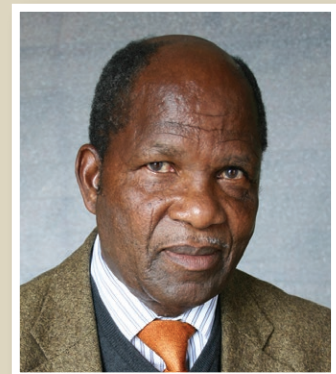
Prof Lulama Qalinge
PhD, North-West University (NWU). Prof, Department of Social Work, University of South Africa (UNISA). Former acting dean of the Faculty of Human and Social Sciences and director of the School of Social Sciences (Mafikeng Campus). Member of the Institutional Forum (NWU). Board member of Lesotho Highlands Development Authority and serving in the sustainable development subcommittee as well as the Health Professions Council of South Africa (HPCSA).



Mrs Phumelele Nzimande
B SocSc (Hons), University of Natal. HSRC chairperson. Commissioner: Office of the Public Service Commission. Former deputy chair of the Commission on Gender Equality and presently member of the University of KwaZulu-Natal (UKZN) Council and board member on the Media Diversity and Development Agency Board.



Prof Edward Webster
PhD, University of the Witwatersrand. Visiting prof Development and Decent Work, Kassel University. Prof of Sociology and past director of Sociology of Work unit, University of the Witwatersrand (Wits); past president of the Research Committee of Labour Movements for the International Sociological Association; board member of the Development Bank of Southern Africa; top-rated National Research Foundation sociologist; senior Fulbright scholar (USA).



Prof Paulus Zulu
PhD, University of Natal. Director and senior research fellow, Maurice Webb Race Relations Unit: UKZN; board chairperson of McCord Hospital Durban, member of the Pontifical Academy of Social Sciences (Vatican City, Rome).

Executive Management



Dr Temba Masilela
PhD, University of Iowa (USA). HSRC Deputy CEO: Research. Former executive director for Policy Analysis and Capacity Enhancement (PACE) research programme at the HSRC. He previously served as a special adviser to the minister of Social Development, programme manager at the Centre for Corporate Citizenship at UNISA, executive for Corporate Communication at Telkom SA, and senior lecturer in the School of Journalism and Media Studies at Rhodes University.



Prof Leickness Simbayi
DPhil, University of Sussex (UK). HSRC Executive Director: HIV/AIDS, STIs and TB (HAST). Previously taught in social science research and in biological psychology undergraduate and postgraduate levels at five universities in Zambia and South Africa. Past academic head of the department or departmental chairperson. Associate editor of Journal of Psychology in Africa. Member of the International Advisory Board of Vulnerable Children and Youth.



Dr Vijay Reddy
DEd, University of Durban–Westville. HSRC Executive Director: Education and Skills Development (ESD). Previously responsible for graduate programmes, UKZN. Worked as a school science teacher in non-governmental organisations (NGOs) involved in in-service education for science teachers. Taught chemistry in university bridging programmes, and worked for an evaluation and monitoring NGO.



Dr Udesb Pillay
PhD, University of Minnesota (USA). HSRC Executive Director: Democracy, Governance and Service Delivery (DGSD). Past general manager of Delimitation and Planning Directorate of the Independent Electoral Commission (IEC). Previously served as senior manager at the Centre for Development and Enterprise (CDE). Past lecturer at the University of Natal and Durban–Westville. Co-editor of *South African Social Attitudes: Changing Times, Diverse Voices and Democracy and Delivery: Urban Policy in South Africa*, HSRC Press, 2006. His book, *Development and Dreams: The urban legacy of the 2010 football World Cup* was published in 2009. Current fortnightly *Business Day* columnist.



Prof Demetré Labadarios
PhD, University of Surrey (UK). HSRC Executive Director: Population Health, Health Systems and Innovation (PHHSI). Previous head of the Department of Human Nutrition, founder and director of the Nutrition Information Centre (NICUS), director of the African Micronutrient Research Group, University of Stellenbosch and director of the Nutrition Support Team at the Tygerberg Academic Hospital. Previously served as consultant to the WHO, the United Nations Children's Fund (UNICEF) and International Atomic Energy Authority (IAEA) and provided technical support to national surveys sponsored by the Global Alliance for Improved Nutrition (GAIN).



Prof Margaret Chitiga-Mabugu
PhD, University of Gothenburg (Sweden). HSRC Executive Director: Economic Performance and Development (EPD) research programme. Board member on the AERCS training subcommittee, a steering committee member of the Southern African Development Research Network (SADRN) and is an associate editor for the Environment and Development Economics Journal, published by Oxford University Press (UK). Previously served as lecturer in the Department of Economics, University of Pretoria. She also delivered lectures in public finance at the Joint Facility for Electives at the African Economic Research Consortium (AERC) and at the Collaborative MSc in Agricultural and Applied Economics.



Mr Peter Pedlar
BCom, University of the Western Cape. Hons B (B&A), Stellenbosch University. HSRC Deputy CEO: Operations and Capacity Enhancement. Past group executive at the Department of Science and Technology (DST) for Corporate Services and Governance. Previous acting CEO for the State Information Technology Agency (SITA) and chief of Regulatory Affairs and Procurement.



Prof Arvin Bhana
PhD, University of Illinois at Urbana-Champaign (USA). HSRC Acting Executive Director: Human and Social Development (HSD). Registered clinical psychologist (HPCSA). Adjunct associate prof in the School of Psychology, UKZN. Previous director of the School of Psychology at the then University of Durban-Westville.

What we do

During 2011/2012, there were about 150 research projects underway at one stage or another. Below is an assortment of research endeavours that address our outcomes-based strategic goal 2, whose performance targets are reported on in Chapter 3 of this report. These reflect under the themes of:

- DEMOCRACY, GOVERNANCE AND SOCIETY
- EDUCATION AND SKILLS DEVELOPMENT
- FAMILIES, CHILDREN AND YOUTH
- HEALTH AND NUTRITION
- RESEARCH, INNOVATION AND ECONOMIC GROWTH



Democracy,
Governance
and Society

Democracy, Governance and Society

Review of South African social attitudes

The South African Social Attitudes Survey (SASAS) is repeated annually since 2003. The survey shows interaction between social science structures and attitude patterns. It also provides an account of change in public values. The survey monitors implementation of government policies or programmes as well as social, economic and political perceptions, serving as an evaluative tool informing decision and policy.

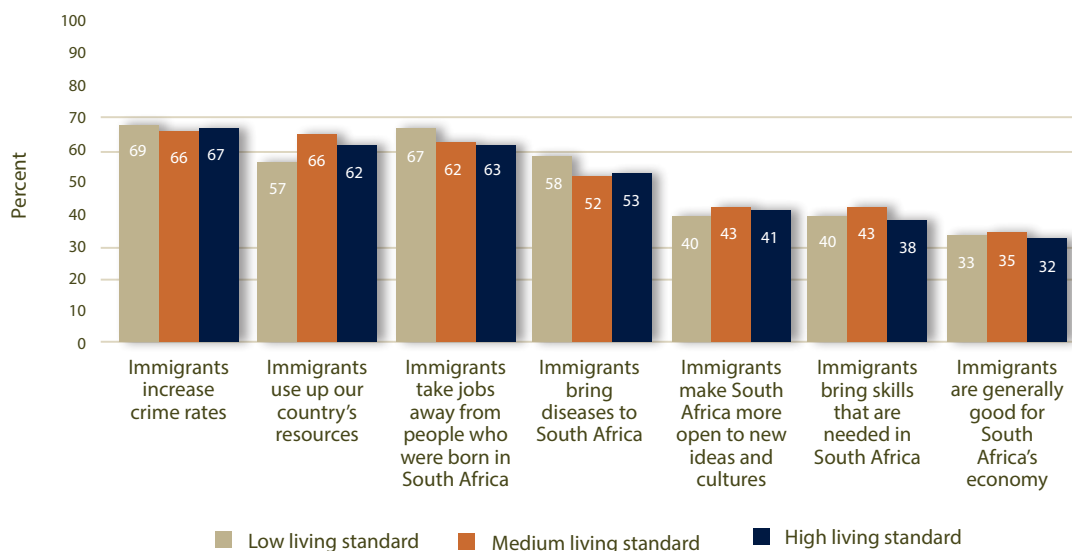
Each research round yields a sample of between 3 500–7 000 individuals aged 16 years and older spread across the country's nine provinces. The questionnaires' core module is repeated each round with the aim of monitoring socioeconomic and sociopolitical perceptions over time. Each round of interviewing runs modules on specific themes, aiming to provide detailed attitude evidence, thus informing decisionmaking. Highlighted below are some of the projects emanating from this survey.

This project aims to develop a set of public policies that creates a cohesive society. The project outputs are the basis for linkages with the Department of Arts and Culture's Social Cohesion Chief Directorate, which is responsible for preparing the National Social Cohesion Strategy. The data was used to determine cohesiveness in the economic, social and the civic domains. The results: across all domains, the importance of addressing social inequalities remains a unifying and recurring theme. Because the poor remain marginalised, strong state leadership is needed to implement a redress agenda and commitment among the supporting public. The private sector also has to contribute to reducing inequalities.

Attitudes towards immigrants

Questions on xenophobia were included in the 2011 round. This confirmed that xenophobia is still common in South Africa. Despite efforts at promoting tolerance, there has not been sustained progress over the last few years.

Figure 1: South African perceptions of foreigners, by living standard level in 2011 (percent that agree/strongly agree).



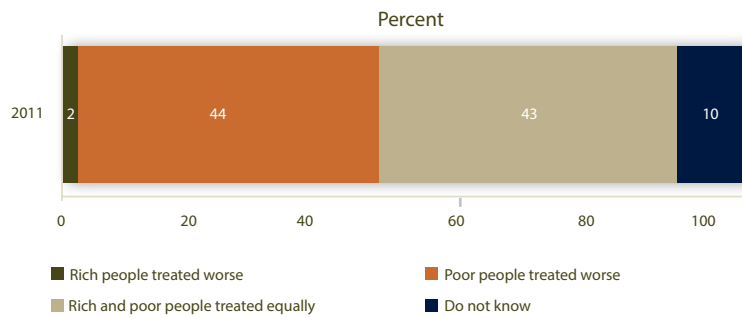
This is a disquieting development given the importance attached to social cohesion, post-transformation integration and an entrenched culture of human rights in our society. It speaks to the need for an intensified commitment together with creative policy thinking in the fight against xenophobia in our country. It is hoped that the government's national strategy on social cohesion, which is scheduled for completion in the coming year, will provide such direction and impetus.

Confidence in the police

In 2011, a module of questions on police confidence assessed levels of trust in justice and legal authorities, as well as tested conceptual models that link trust to legitimacy with compliance to legal authorities. These questions derived from a module fielded in 30 countries as part of the fifth round of the European Social Survey. Results from the SASAS showed that in terms of fairness, 44% of South Africans believe that the police treat poor people worse than they treat rich people, 43% believe that all groups are treated equally, 2% feel the rich are treated worse than the poor, while 10% are uncertain.

Although those with low living standards are more inclined to feel that the poor receive worse treatment (52%), this view is prominent among those with high living standards (41%). In the reporting of crimes, 38% state that the police treat black South Africans worse than other race groups, 43% believe that all race groups are treated equal, 8% feel that white, Indian and coloured South Africans are treated worse than black South Africans, with the remaining 10% uncertain.

Figure 2: Trust in police and distributive fairness: treatment of the rich and poor by police.



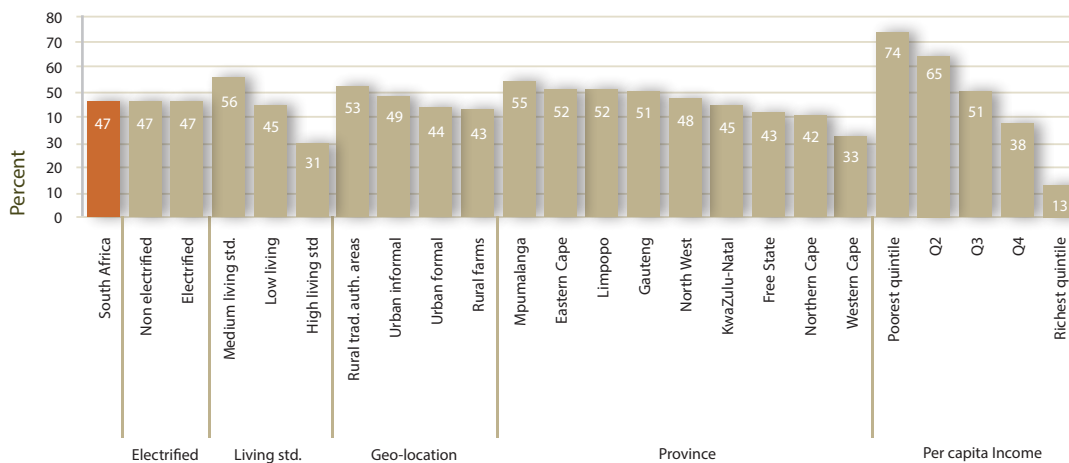
There also remains much scope for improving the overall assessment of police performance, with less than half the adult population indicating that this authority was doing a good job. These results serve as a useful baseline which, as additional rounds of survey data become available and further analysis undertaken, will enable us to understand the determinants of trust in the police, ascertain the effect that key policing events have on attitudes toward the police, and benchmark our progress against other societies.

Fuel use and energy poor households

The aim of this module was to gather information about energy-related behaviour in South Africa. The survey intended to explore multiple fuel use and energy poverty. A household is energy poor if it uses more than 10% of its income on energy. These households are confronted with choosing between meeting energy requirements and other basic priorities.

On average, South African households spend 14% of their monthly household income on energy. Results show that close to half of all households are energy poor. More alarming is that almost three quarters (74%) of households in the poorest quintile (fifth) and 65% of households in the second poorest quintile in South Africa are energy poor. The study shows that development benefits of electricity and energy relief seem disappointing because poorer households are not able to meet basic needs despite government subsidies.

Figure 3: Energy poverty in South Africa (ranked from highest to lowest).



Election process hones confidence

The Independent Electoral Commission (IEC) appointed the HSRC to conduct an Election Satisfaction Survey (ESS) on 18 May 2011. The aim of the 2011 survey was to determine perceptions of both voters and observers regarding a free and fair voting process. A further aim of the study was to evaluate IEC's management of the 2011 local election.

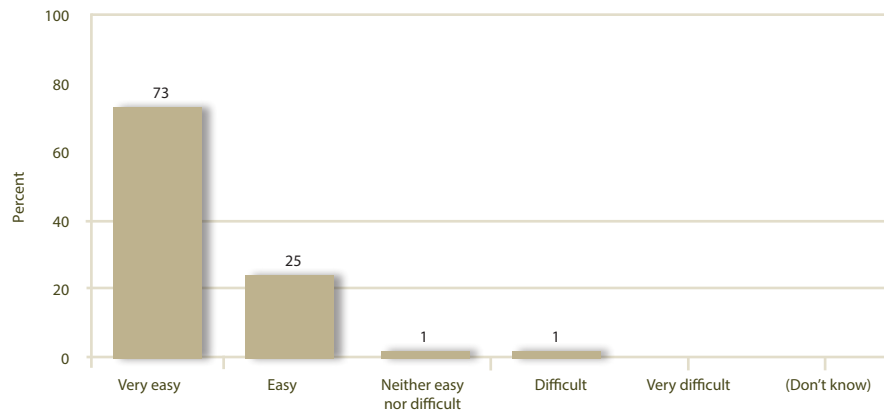
The respondents were South Africans, 18 years or older, eligible to vote in the 2011 local elections. The study also conducted interviews among local and international election observers visiting the selected voting stations on Election Day. A sample of 300 voting stations was selected. Fifty voters were interviewed at each voting station during the course of the day. These were divided into four time slots ensuring fair interval and interdynamic coverage.

The voting public was confident that the 2011 municipal elections were both free and fair (95% and 94%). Perceptions that elections were free and fair were lower among voters in the Free State and Gauteng, including informal urban settlements and rural commercial farms. Election observers were also convinced that the elections were free and fair (93% and 97% respectively).

On the issue of the absence or presence of coercion and intimidation, only 6% stated that they had experienced coercion to vote for a specific political party, 5% prior to arriving at the voting station, and 1% while waiting in a queue to vote. Coercion was highest among voters in informal urban settlements. Political parties and family members or friends were the most commonly mentioned perpetrators (both 40%), followed by other voters and election officials.

Tolerance by candidates and registered political parties during the campaigning process is required for free and fair elections. Eight in every ten voters (81%) felt parties were tolerant during campaigning for the 2011 local elections.

Figure 4: Perceived ease of voting procedures inside the voting stations.

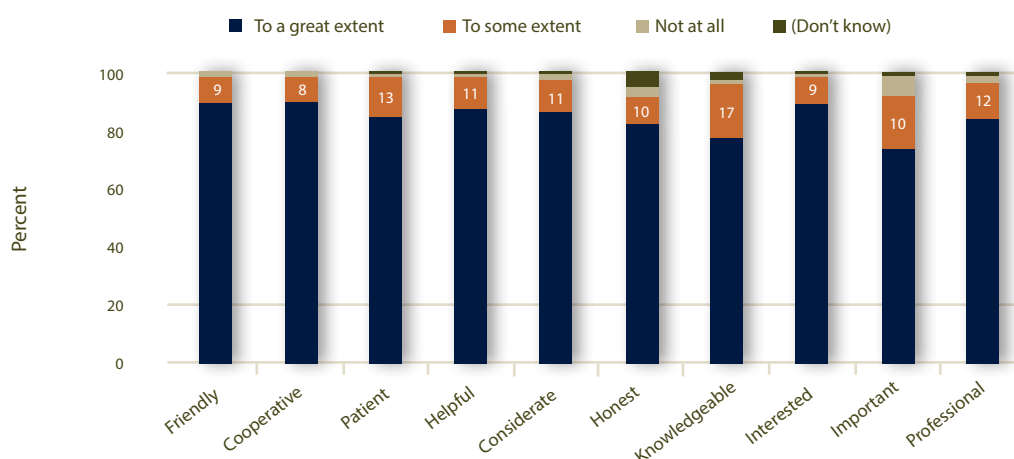


A question about the ease of the voting procedures inside the voting station revealed that the vast majority of voters felt the procedures were easy. Just under three quarters of voters (73%) thought that the voting process inside the voting station was 'very easy'. A further quarter stated that the process was 'easy'. Less than 1% of the voters felt that the procedures inside the voting station were 'difficult' or 'very difficult'. The rest were either undecided or did not know.

Many election observers were unsure if there were facilities for the disabled or rather believed that there were not. This can be an aspect for potential improvement by the IEC. Therefore, increased signage may positively influence voting station experience. The observers reported high levels of satisfaction regarding their voting station experience. Only the neatness and cleanness of the voting station scored below 97%, with a rating of 93%.

Overall, 97% of voters were satisfied with the secrecy of their vote (76% very satisfied and 21% somewhat satisfied). However, it is important to note that voters in the Free State and Eastern Cape as well as among those with no schooling were least convinced of the secrecy of their votes. The public was confident that the 2011 municipal elections were both free and fair. This ensures the future of South African democratic elections.

Figure 5: Views on specific aspects of the conduct of IEC officials.



Observers were asked to rate 10 aspects of the conduct of IEC officials at the particular voting station that they were visiting. Response options were 'to a great extent', 'to some extent' or 'not at all'. Overall, there was a very positive assessment of officials, thus confirming the evaluations of voters. Observers rated officials as extremely friendly (91%), cooperative (90%), patient (85%), helpful (88%), considerate (86%), honest (82%), knowledgeable about elections (78%), interested in their jobs (90%), impartial (74%) and professional (84%).

State owned enterprises placed on the map

President Jacob Zuma announced the founding of the Presidential State Owned Enterprises Review Committee (PRC) on 12 May 2010 during his budget vote speech. The PRC led by Mrs Riah Phiyega was appointed to review all state entities, and make recommendations on aligning entities at all spheres of government to South Africa's developmental objectives and the aspirations of all South Africans. The PRC's task was primarily to make recommendations for reform that would ensure that State Owned Entities (SOEs) can be utilised by the state in accelerating and enabling the realisation of the country's growth and development plans more efficiently. It was acknowledged that there is a need to strengthen the role of SOEs to ensure that they respond to a clearly defined public mandate.

In supporting the PRC on SOEs, the DGSD team of the HSRC conducted research that sought to more clearly define the SOEs and their role in the developmental state; and to evaluate the state of SOEs in relation to developmental objectives. The PRC commissioned the HSRC (as lead institution) to undertake specific research projects for a period of 24 months, amongst others, research surveys, international benchmarking, creation of a live database, written submissions, policy dialogues and consolidated research reports.

The final product consists of five volumes; volumes 1–2 being the executive summary and the main report, with volumes 3–5 as the annexures to the main report. The HSRC Press is currently in the process of publishing the volumes together with another PRC preferred service provider.

The study covers a range of issues related to SOEs and the report contains 31 broad recommendations related to among others:

- The development of an overarching strategy for SOEs, which will shape the role that SOEs play in the developmental state;
- The introduction of a new legislative framework – an SOE Act – to govern a number of aspects of the management of SOEs, such as corporate governance, ownership models, oversight, and the establishment and disestablishment of SOEs;
- The introduction of new structures such as an SOE council of ministers and other new ownership structures/models; and
- Assessment, monitoring and evaluation of issues around SOE performance and capacity building initiatives.

These recommendations have both short- and long-term policy implications. The immediate policy recommendation is to establish an SOE reforms committee to take the reform process forward, with short-term reforms such as the development of an overarching strategy for SOEs, medium-term reforms such as the introduction of an SOE Act, and long-term reforms such as the development of a common performance management system. The draft report has been shared with the Presidency and has contributed to discussions at the ANC policy conference held in June 2012.



Going forward, the PRC requested that the HSRC host and keep the SOE database. A proposal jointly prepared by DGSD and EPD research programmes has been submitted to the Presidency. The proposal provides for the database to be maintained by the HSRC IT and the Data Curation Unit, and for reports to be prepared for the presidency on issues related to service delivery and the socioeconomic impact of SOEs.

Demographic review of the Eastern Cape

The state of the population in the Eastern Cape, commissioned by the Research and Population Unit of the Eastern Cape Department of Social Development, provided a description of the region's basic demographic characteristics during the first half of 2010. This also highlighted issues in population dynamics relevant to the development and implementation of policies aimed at fighting poverty in the province.

The Eastern Cape was the third most populated province in South Africa, after Gauteng and KwaZulu-Natal. Youth comprised a large portion of the population with children aged 0–4 and 5–14 accounting for 10.6% and 25% respectively. In addition, young people aged 19–24 account for a further 21.4% of the population. Data from 2007 indicated that adults in the 15–64 years age group comprised 57.4% of the total population, while adults aged 65 years and older comprised only 7% of the population.

Women outnumbered men and comprised 53% of the provincial population in 2007. The male to female ratio in 2007 declined with age (69 : 100 for those aged 50–54 and 49 : 100 for those 70 years or older). These migration patterns had negatively affected social development and family and social relations and had resulted in a higher than average proportion of the population who were either unable to work (older persons, children) or whose work was not remunerated (women whose main work was childbearing, caregiving, etc). As such, the socioeconomic development of the province was unlikely to benefit from its well-educated and entrepreneurial citizens who migrate to other parts of the country.

The resulting burden of dependency contributed to the disorganisation of families and the breakdown of society. The population analysis served as a useful guide in the planning, implementation and evaluation of development programmes in terms of dissemination. Media coverage of this report included more than 15 articles in newspapers and radio interviews and discussions. The report also spurred debates about poverty in the Eastern Cape among politicians and social commentators.



Education
and Skills
Development

Education and Skills Development

Monitoring maths and science performance in international tests

The HSRC administered mathematics and science proficiency tests and school, teacher and learner contextual questionnaires to a stratified national sample of nearly 12 000 Grade 9 learners from about 300 schools during September 2011. Deliberate sample features will also enable evaluation of the influence of school type and interventions on learner achievement for typical public schools that received targeted interventions (specifically Dinaledi schools) and independent schools.

The International Association for the Evaluation of Educational Achievement (IEA) has almost completed all data verification and will release the overall report in December 2012. The results will show how learner performance changed since 2003, when TIMSS was last administered. The study will provide valuable information about how contextual factors potentially drive or limit learner achievement.

Tracking learner achievement over time and relating to international benchmarks are important to monitor improvement in education quality. Trends in International Mathematics and Science Study (TIMSS) 2011 is expected to achieve this for South Africa and almost 70 countries.



Assessing the impact of the National Skills Development Strategy

From May 2010 to January 2012, the HSRC with its partner the Development Policy Research Unit (DPRU) at the University of Cape Town assessed and evaluated progress made in skills development since the implementation of the National Skills Development Strategy (NSDS II) in March 2005. This study was funded by the Department of Labour, and resulted in nine research reports. The research found that:

- Considerable amounts of public funding are invested in skills upgrading in firms and in the public sector, in skills development for the unemployed and for preparing young people for the workplace;
- There is an absence of reliable data and management information systems that will allow us to determine the outcomes thereof and to plan future interventions;
- The projects point to the complex institutional conditions required for skills development to succeed. Coordination and cooperation is required between different government departments. The research highlights blockages and challenges in the system that need to be addressed; and
- In each of the projects, success stories stand out. These cases of good practice can serve as models of what is possible when the skills development system is strengthened at all levels.

Study on numeracy and literacy in primary schools

In 2006, the Education Policy Consortium (EPC), the HSRC, the Joint Education Trust (JET) Education Services and the Project for the Study of Alternative Education in South Africa (PRAESA), with the support of the National Department of Education (DoE), formed a research consortium (3Rs Consortium) to explore the various dimensions of the literacy and numeracy. This addressed the challenges and established models of good practice for the improvement of the quality of education in South Africa. This research programme ended in December 2011. Some of the key results were:

- Languages of learning and teaching: Learners whose home language did not correspond to that of the language of learning and teaching in educational institutions were underperforming in literacy and numeracy.
- Teacher professional educational development: Preservice teacher education as well as ongoing professional development was based on a 'one-size-fits-all' premise.
- School leadership and system support: The Department of Basic Education (DBE) is implementing a series of accountability measures throughout the system. Although accountability systems could be effective in raising learner scores, schools varied widely in their responses to such initiatives. Teaching and learning was also entrenched through internal accountability efforts.



The highlight of the programme was the meeting between the 3Rs Consortium and the Parliamentary Portfolio Committee of Basic Education. This opportunity gave the consortium members a platform to share their research, findings and recommendations with parliamentarians. The report on the meeting was published by the parliamentary monitoring group.

Verification of the Annual National Assessment

An important component of strategies to improve quality of education in South Africa is the integration of system evaluation and diagnostic assessment. This integrated assessment strategy, the Annual National Assessment (ANA), was undertaken by the DBE in 2011. All Grade 1–6 learners were assessed for literacy and numeracy. Teachers marked the tests and had to use the results to assess learners' performance in literacy and numeracy and develop improvement strategies. The ANA analysis is expected to be used to guide policies and to determine the assistance that should be provided to schools to improve literacy and numeracy.

The HSRC worked closely with the DBE, contributing to quality assurance, designing instruments for evaluation, and collecting data for verification of the universal ANA. The HSRC contributed to the success of the ANA. For the first time in the history of South African education, the system was able to mobilise provinces, districts and schools to engage in a large-scale assessment exercise intended to support teaching and learning in the lower grades.

Through a number of workshops, the HSRC team worked with the DBE to share the importance of the ANA and the need for valid and reliable data.

The HSRC also collected data on the ANA processes including data from a sample of Grade 3 and 6 schools. The analyses of the processes conducted by HSRC researchers helped in developing an understanding of the challenges that need to be addressed in future ANA. The analysis of the Grade 3 and 6 data demonstrated that teachers could be trusted to mark ANA tests. The analyses identified that schools with limited resources were successful in developing literacy and numeracy skills and that a profile should be developed to likewise develop others.

University – community partnerships

A study of university interaction with social partners (communities, firms, NGOs and government) found that most academics claim to engage with communities, but rather tend to interpret engagement by traditional activities of teaching and research. Distinct patterns of social partners, types of relationships and outcomes are evident in different types of institutions, and in diverse disciplinary fields. An alternative engagement modal based on extending scholarship benefiting external social partners was proposed. This will allow universities to interact based on their expertise and niche strengths.



The study had an impact on the community engagement policy of the five participating universities and universities of technology. Datasets on academic practices were filed and provided to each institution for analysis by postgraduate students and staff. Workshops were also held with senate, management and academics at each university and research reports were circulated to stimulate debate. The project will result in the participating collaboration of key higher education associations who in turn will impact on policy and academic circles.

Technology innovates educational assessments

The DBE helped fund a computerised assessment system for intermediate phase (Grades 4–6) teachers of mathematics and English first additional language (FAL). All assessment items in the database are aligned to the National Curriculum Statements for Mathematics and English for Intermediate Phase.

Teachers using the Teacher Assessment Resources for Monitoring and Improving Instruction system (TARMII) are able to gather class tests for the unit of work completed, administer the tests and generate various diagnostic reports. Teachers thereby identify learner competencies and areas needing improvement.

The TARMII system is a valuable tool for teachers. This tool has been demonstrated and handed over to the DBE. The project produced a computerised TARMII system CD for English FAL and paper-based test books for Grades 4–6.



Families,
Children
and Youth

Families, Children and Youth

Assessing readiness to implement child maltreatment prevention programmes

This study aimed to evaluate the readiness of low- and middle-income countries (LMIC) to implement large-scale evidence-based programmes for the prevention of child maltreatment at national and regional levels. This was used to measure and investigate the level of child maltreatment prevention readiness (CMPR) in South Africa, Saudi Arabia, Malaysia, Macedonia, China and Brazil. In South Africa, the study was undertaken in the Western Cape.

The study developed a 10-dimensional model for analysing CMPR. The study has also developed an interview schedule for key informants in LMIC, and another to be used by researchers based on an assessment of the country situation.

The study found that South Africa has a low level of child maltreatment prevention readiness with an overall score of 41.43/100 for all 10 dimensions of CMPR. It showed a low score on a range of factors that influenced implementation of preventive measures such as programme implementation and evaluation, availability of human and institutional resources, informal social resources, material resources and equipment. Attitudes about child maltreatment and its prevention indicate areas on which decisionmakers need to improve.

The study report, which was submitted to the World Health Organisation's (WHO) Department of Violence and Injury Prevention and Disability, Geneva, has been a catalyst for change in the Western Cape and others. Civil society organisations in the childcare sector have started discussions on what the findings mean for the province.



State of the African youth

The State of the African youth report, commissioned by the African Union Commission, drew from literature and available data sources. The report provided a picture of young people in Africa on demographic and socioeconomic issues relating to population size and age; sex structure; education; labour market participation; hunger and poverty; youth mobility; health; HIV/AIDS and other communicable diseases; substance abuse; youth crime and violence; civic participation; and information and communication technologies.

The lives of young people in Africa continue to be subject to challenges and risks that are largely a result of multi-tiered economic and structural issues. These include poverty, and its lack of human, capital and financial resources such as few marketable skills; low labour productivity; and poor health.

The report recommends that African governments need to recognise the youth as a key to revive the continent's socioeconomic capital. The need for urgent implementation of the African Youth Charter and the United Nations Programme of Action for Youth was underscored.

The report was submitted to the United Nations Population Fund and the African Union Commission in May 2011. This was one of the key background documents presented at the 2011 African Union Heads of States and Governments Summit in Guinea Bissau, which was held under the theme 'Accelerating youth empowerment for sustainable development'.

Child sex education and HIV/AIDS study

A study conducted with the University of Cambridge's Centre for Commonwealth Education examined the extent to which dialogue between teachers, Grade 6 learners and community representatives were able to challenge the perception that children were too young to discuss sexual health and wellbeing.

This second study phase known as ASKAIDS (African Sexual Knowledges about HIV/AIDS) included six African countries (South Africa, Swaziland, Botswana, Ghana, Tanzania, and Kenya), and built on the first phase's assessment of children's understanding of sexuality. It sought to determine the feasibility of designing a hybrid HIV/AIDS and sex curriculum based on group consultation.

Old enough to know detailed the outcomes of the first study phase published in the year under review by the HSRC Press and launched in four of the mentioned countries. Book launches included a workshop with education and children's work practitioners and policymakers in order to influence practice. These book launches were attended by 100 delegates.



Youth and sex – challenges for reproductive health education

Save the Children Sweden commissioned the HSRC to establish children's sexual and reproductive health/HIV knowledge, and behaviour and access to sexual and reproductive health information and services among children 5–17 years old. Children and young people lack knowledge of HIV/AIDS. Data on younger children's knowledge of HIV/AIDS is also limited.

The 'silence' around children's sexuality generates misinformation, which contributes to children's risky sexual practices. Efforts have been limited by focusing HIV prevention, and sexual and reproductive health initiatives on children 15 years and older. Younger children are rarely consulted on the information and services they receive. Thus, the difficulties faced by adults in accepting children's sexuality and attitudes with regards to gender, contraception and HIV prevention itself have not been addressed.

The research showed that children between 5–8 years old are vulnerable to sexual risks, especially since they were unaware of how pregnancy occurs or that it was related to sexual intercourse. Thus, children should be taught better about the various functions of the human body, including reproductive health.



The picture with regard to 9–11-year-old children was similar, that is, a poor understanding of reproductive health. Only 51% knew how pregnancy occurred and the ways of preventing pregnancy. Most children in this age group believed that they could not get AIDS since they were unaware that a primary mode of HIV transmission is through sexual intercourse.

The age group 12–17 had a better knowledge of HIV/AIDS and transmission, which was largely obtained through schools and peers. Sexual transmission vulnerability in this age group was reinforced by 52% of parents not knowing that their children were sexually active. Child sexual and reproductive health was accessed through local clinics and hospitals in spite of limited parent support and attached stigma. While parents had good levels of knowledge and ways to protect HIV transmission, communication between parents and children focused on protecting children from abuse and less on information about sexual and reproductive health, including HIV/AIDS.



Health and Nutrition

Health and Nutrition

HIV prevention, gender and leadership

The MAC AIDS Fund Leadership Initiative is a collaboration between the HSRC, Columbia University and the University of California Los Angeles (UCLA). This fellowship programme recruited and trained 12 South Africans from across the country in HIV prevention, gender and leadership. During the training programme the fellows developed skills and capacity in a number of varied areas. A mentoring programme supported them to develop and implement of their own HIV-prevention pilot projects.

The post-training evaluation forms and the fellows' final reports indicated that the programme successfully supported the development of emerging South African leaders in HIV prevention and the promotion of gender equality. Skills developed over the training and implementation periods enabled the fellows to make a positive impact on their communities through their prevention projects.

National survey to evaluate HIV, behaviour and health

The South African National HIV, Behaviour and Health Survey 2012, which aims to see fieldwork teams reaching up to 15 000 households and 40 000 individuals throughout the country, is the fourth survey conducted by the same team in 2002, 2005 and 2008. The survey is conducted every three to four years and the results are used to inform important health programmes especially on HIV/AIDS. South Africa is the only country that has conducted such a study repeatedly for four times.

The survey method that will be used has been validated in previous surveys. The specific objectives of the 2011 study are:

- Determining the health status of all South Africans including infants and their mothers;
- Determining the use and access to child health, maternal health and general health services;
- Collecting demographic and health indicators, including fertility, morbidity and mortality;
- Tracking the proportion of circumcised males in South Africa;
- Estimating infant, under-five and maternal mortality rate; and
- Estimating current fertility trends in the country.

In addition, the issues of psychological health and alcohol abuse are also addressed.

The study is led by the HSRC in partnership with the Medical Research Council (MRC), the US Centers for Disease Control and Prevention (CDC), the National Institute for Communicable Diseases (NICD), and the United Nations Children's Fund (UNICEF). The project also has the support of the National Department of Health, and the South African National AIDS Council (SANAC). It is funded by the US President's Emergency Plan for AIDS Relief (PEPFAR) through CDC, the Bill and Melinda Gates Foundation, and UNICEF.

Survey to evaluate health and nutrition

The 2011/2012 South African National Health and Nutrition Examination Survey (SANHANES 1) aims to determine aspects of South African health and nutritional status. A modular approach addresses this annually. A prospective cohort approach addresses the relationships between medical, nutritional and behavioural/societal risk factors assessed and subsequent morbidity, mortality and changes therein. A cross-sectional design component provides representative data at the provincial level.

The survey applies a multi-stage disproportionate and stratified cluster sampling. Five hundred Enumerator Areas (EAs) representative of the sociodemographic profile of South Africa were identified and a random sample of 20 valid occupied households were selected from each EA, yielding an overall sample of 10 000 households. The SANHANES 1 recruited and established a cohort of 5 000 households to be followed. Data is obtained through clinical assessment and collection of blood samples. The study was underway at the end of the financial year.

The implementation of SANHANES 1 will greatly facilitate both the detection of the extent of current and emerging health priorities and the associated risk factors. This survey will generate information on the prevalence of specific diseases, together with the social causes associated therewith. This will result in disease prevention. SANHANES 1 will yield information and trends for determining national standards for weight, height, and blood pressure. Data from this survey will also inform sound public health policy.

Comparative studies on mother and child development

Birth to Twenty (Bt20) is the largest and longest running birth cohort study in Africa and one of five such studies in low- and middle-income countries. This study is done in collaboration with the University of the Witwatersrand. The study is currently enrolling the third generation (3G) children of the cohort, more than 450 of whom are already registered with the project. In 2011, Bt20 researchers and their collaborators published 31 papers on the health and development of children, adolescents and families, ranging across bone density and fracture risk, child residential mobility, and the nutritional value of food bought for school lunch.

COHORTS was also profiled in the International Journal of Epidemiology and examines the developmental origins of health and disease in low- and middle-income countries. Many negative childhood exposures and adult outcomes are more frequent in low- and middle-income countries. The five cohort studies are in Brazil, Guatemala, India, Philippines and South Africa having a combined sample size of 11 295. All have followed up large samples of children from or before birth to at least age 20; two of the cohorts have follow-up data to age 40. Challenges combining data across the five sets include differences in variable definitions, assessments and the varying ages for which data is available on childhood, adolescence and adulthood.

COHORTS papers to date include a review and new data on the consequences of maternal and child nutrition for adult health and human capital, and the relationship between early growth and adult height, blood pressure, body composition, diabetes risk, and school achievement. All of them speak to the importance of early intervention to avoid the risk of adult ill health, including foreseeing the health and wellbeing of women before pregnancy. Currently underway is a series of analysis of the role of early environmental factors in determining adult health and human capital. These environmental factors operate at the level of the mother, the family, the household, and the community.

Alcohol and TB – a deadly cocktail...

Alcohol negatively affects the treatment outcomes of tuberculosis (TB) patients. The aim of this study was to assess the prevalence of alcohol use and associated factors among patients with TB in South Africa.

In a cross-sectional survey, new TB- and new retreatment patients were consecutively screened using the Alcohol Use Disorders Identification Test (AUDIT) within one month of anti-TB treatment. The sample included 4 900 (54.5% men and 45.5% women) consecutively selected TB patients from 42 primary care clinics in three districts.

Overall, 23.2% of the patients were hazardous or harmful alcohol drinkers, 22.5% of men and 9.5% of women were found to be hazardous drinkers, and 9.3% of men and 3.4% of women meet criteria for probable alcohol dependence. In addition, 23.2% of the patients were harmful alcohol users, 31.8% among men and 13% among women. The study found that lower formal education, greater poverty, being on TB retreatment, tobacco use, not being on antiretroviral therapy (ART) and non-adherence to TB medication were associated with harmful alcohol use. The conclusion: The study found a high prevalence of harmful alcohol use among TB primary care patients. This calls for national screening, intervention and an alcohol treatment programme.

Health interventions in poor schools

A survey of 100 disadvantaged schools in the Western Cape found that teachers, parents and learners were not knowledgeable about healthy lifestyle and had many risk factors for the transmission of non-communicable diseases (NCDs). This includes tobacco use, physical inactivity and unhealthy diet. NCDs account for 28% of the total burden of disease in South Africa, mainly caused by heart disease, diabetes, respiratory disease and cancer (WHO 2008).

The aim of the HealthKick (HK) programme is to promote healthy lifestyle behaviours for the prevention of chronic diseases. Specific objectives include promoting healthy eating habits; increasing regular participation in physical activity; developing an environment within the school and community that promotes and facilitates these objectives through an action-planning process. This intervention will provide a model that can be used in all schools if successfully implemented.

Schools involved were from historically disadvantaged communities from an urban area close to Cape Town and from its two rural areas. These schools have been classified by the Western Cape Education Department (WCED) at the lower end of the poverty index. Two of the three-phase intervention study has been completed, namely intervention mapping, formative assessment and intervention development. We will evaluate the intervention during the final phase. Listed below are the outcomes of the HealthKick programme for 2011.

Measurements

Between 1 000 and 1 400 children were assessed on the following (the numbers vary for the different measures):

- Knowledge, attitude and behaviour questionnaire (n=1403);
- Fitness testing (n =1115);
- Dietary intake (n=948);
- Anthropometric status (n=1256);
- 164 teachers from eight schools were assessed as part of the intervention, of these 71% was either obese or overweight and 32% suffered from high blood pressure. Individual counselling was given to the participants and a newsletter with feedback and helpful advice are being prepared to give to educators as part of the intervention for 2011; and
- 150 parents from 16 schools have so far completed a telephonic assessment.

Curriculum

All Grade 4 to 6 life orientation educators (40) from the eight schools received a new copy of the 'HealthKick curriculum' and a workshop was held to discuss the content and use.



Tuck shop

During the action planning sessions all eight intervention schools were requested to implement a tuck shop/vendor intervention. Both control and intervention completed this questionnaire (n=16). The data has not been analysed yet but the indications are that the schools did not make dramatic changes to their tuck shops.

Vegetable gardens

Seven of the participating schools chose a vegetable garden project as one of their actions (one had a successful vegetable garden already). Schools were linked up with the Department of Agriculture (DoA) to start the process. Seventeen participants (educators and community members) attended the training provided by the DoA and two of the seven schools started successful vegetable garden projects while another three intend to start in the New Year. All 16 schools completed an interviewed administered questionnaire to evaluate progress and the effect of HealthKick.

National School Nutrition Programme (NSNP)

The Department of Education made far-reaching changes to the school feeding programme in 2010. Learners now get vegetables every day and fruit twice a day. To assess the possibility of using the NSNP as a vehicle for healthy nutrition messages, NSNP managers at 16 participating schools were interviewed.

Investigating contemporary food choices of the rural poor

This project is part of a larger Water Research Commission (WRC) project, which is led by the University of Pretoria. Few earlier food security studies have considered reasons for contemporary food intake by the rural poor. By reviewing a broad range of previous studies on food security in our rural areas, this study is able to identify some of the factors that influence contemporary food intake and looks at some of the gaps evident in previous research and our knowledge of food intake by poor households.

The macro- and meso-level factors tend to influence the decisions made at micro level such as availability, accessibility, affordability, acceptability and household and individual decisionmaking. Because the reasons for food intake are determined by a range of factors that vary, micro-level case studies are the best means of understanding the diversity of reasons. Most of the existing micro-level studies only mention one or two aspects that are relevant to understanding the reasons for contemporary food intake. More in-depth micro-level case studies are required in order to get better information on studies that consider the local context, cultural variation, social networks and attempt to prioritise food choices at different times or during different life experiences.

It is important to understand how macro-level factors (high prices, food distribution, agricultural support services, climate change, etc) impact on the micro-level context and influence local reasons for food intake. Furthermore, it is important to understand reasons for food intake in different localities at a national level. This can be done by means of including appropriate questions (based on solid fieldwork) into national surveys. The study found a number of gaps within the existing literature. The gaps show that:



- There is a lack of studies focusing on the reasons for contemporary food intake by rural households across South Africa;
- The studies reviewed are often unclear as to how poor people are defined in a particular study making it impossible to consider the different levels of poverty and associated food consumption patterns at different levels;
- Despite a hierarchy of themes we have little information about the priority or hierarchy of food choices;
- Most studies simply consider race as two distinct groups namely black and white;
- A more varied distinction of black South Africans is required for better evaluation;
- The impact of HIV/AIDS on individual and household food choices is not really researched, except by means of a strong focus on its impact for harvesting in the wild;
- Little attention appears to be paid to the contribution that social networks, including working party and neighbourhood group membership, and ritual events make to food security in rural areas;
- How individuals make decisions regarding food choices and how they act independently of household decisions in this regard is not aptly considered in the studies reviewed, ie individual responses to intra-household allocation of food is ignored; and
- Many of the relevant studies appear to be constrained by their limited involvement of colleagues from other disciplines, particularly the social sciences.

During the 2012/2013 financial year, the results of this study on contemporary food intake will be consolidated with the results from the other components of the broader study in order to contribute to a broader understanding of water use and nutrient content of the crop and animal products used by rural households in South Africa.

African men who have sex with men

This project investigated the voices of African Men Who Have Sex With Men (MSM) within HIV/AIDS Development Policy and Programming in eastern and southern Africa. It was a qualitative analysis and desktop review. Commitment and resources for sexual minorities such as MSM are scarce and often overlooked, rendering MSM vulnerable to HIV and often underserved.

This HSRC, United Nations Development Programme (UNDP), and United Nations Programme on HIV/AIDS (UNAIDS)-driven research project focused on current gaps in attending to sexual minorities, focusing on men who have sex with other men. This project covers 22 African countries including South Africa. Areas covered are the specific impact of HIV/AIDS on MSM and their communities; needs of MSM in terms of HIV prevention, AIDS care and treatment; social organisation and expression of the different communities of MSM.

Other areas include societal barriers to expression of male same-sex sexuality and social organisation of MSM; HIV prevalence/incidence data for MSM and general populations; MSM and the United Nations General Assembly Special Session (UNGASS) indicators; inclusion or exclusion of MSM in national strategic plans; and infrastructure needs for delivery of adequate prevention, treatment and MSM care.

AIDS REVIEW gains international curricular recognition

South Africa has a unique constitution that protects sexual preference and the expression of sexual identity. Despite this, the accepted value that society wishes to confirm is that of the heterosexual. AIDS Review 2011 opens debate that explores and understands sexual fluidity moving between identities and across borders and boundaries. The review suggests that the borders of sexuality need not be redrawn, but rather, it is the notion that sexuality can be controlled and contained that needs to be examined.

This was the eleventh AIDS Review published by the Centre for the Study of AIDS at the University of Pretoria. The Human and Social Development programme of the HSRC was commissioned to write the review focusing on the intersection between sex and AIDS. These reviews have been regarded by many as the most appropriate writing on HIV/AIDS in South Africa. They are prescribed as core reading in university courses in the US, UK, Australia, India and Brazil.

The review provides a challenge and critique to the conventional wisdoms that have developed regarding HIV/AIDS, and the ways in which issues raised by the epidemic should be addressed. There continues to be orthodoxy in many of the responses. The main function of the review was to address such tenets, which tend to be controversial. This review reflects on the borders placed around sexual identity, sexual behaviour and sexuality. It also reflects on the need for sexual order in the dominant heteronormative discourse of most societies. This is where heterosexuality is deemed the norm and all other sexual identities and practices not.



Research,
Innovation
and Economic
Growth

Research, Innovation and Economic Growth

Examining global innovation networks

The INGENEUS project, a three-year international study, which ended in December 2011, included seven European countries and key developing countries. This study found that during the past decade the global geography of knowledge is characterised by the expansion of global innovation networks into advanced developing countries such as Brazil, China, India and South Africa. These economies seek knowledge assets around the world as they strengthen their domestic innovation systems.

The project had a positive impact on South Africa's domestic policy and research capacity. It also improved our relations with international research communities. Interactions with South African policymakers included workshops with representatives from DST and Cape Town. These engagements have brought South African decisionmakers into contact with the latest international research on the role of innovation in science and economic development policy.

The project built South African research capacity in the area of innovation studies. This capacity has, in turn, been employed in other research projects, including policy-oriented research for the Limpopo provincial government, Cape Town, DST, and the Department of Higher Education (DHE). The building of international research relationships has provided a platform for ongoing interaction and collaboration assisting economic development.

State of the South African metropolis

The 2011 State of South African cities report provided a comprehensive assessment of progress a decade after democratic metropolitan government was established. The analysis informed the National Development Plan produced by the National Planning Commission and contributed to the work of the City Support Programme set up by Treasury and other government departments. Individual cities also used the analysis to inform their new integrated development plans (IDPs) following the 2011 local government elections.

The report recommended that the issue of spatial transformation be given emphasis in policies towards housing and transport, and in land-use planning and infrastructure development at local level. It also recommended that the issue of job creation be given a higher priority on municipal agendas. It supported the notion of active citizenship rather than top-down service delivery.

Decrease in R&D spending

The Research and Experimental Development (R&D) survey is conducted annually on behalf of DST and collects input data on its expenditures and personnel in businesses, government departments, higher education institutions, NGOs and science councils in South Africa. The survey is conducted annually and is based on the Frascati manual.



The 2009/2010 R&D survey, the eighth in its series, was completed and a report was delivered to the DST. The 2009/2010 R&D survey recorded that South Africa spent R20.9 billion gross expenditure on Research and Development (GERD), which showed a nominal decrease of R86 million from R21.1 billion recorded for 2008/2009. It is the first time over the past decade that the survey has recorded a decline in overall R&D expenditure. A decline of 9.7% in business sector R&D expenditure, which constitutes the largest proportion of GERD, is a primary driver of this decline. In 2009/2010, South Africa had 1.5 full time equivalent (FTE) researchers per 1 000 total employed. This indicator for human resource potential in research has remained static over the past five years. Benefits and impacts emanating from recent R&D surveys include the following:

- The DST developed a strategic report on how government should increase R&D investment in South Africa;
- Data on the promotion and encouragement of R&D in the SMMEs was submitted to DST;
- The Centre for Science, Technology and Innovation Indicators (CeSTII) has increased capacity in measuring science and technology activities in South Africa; and
- CeSTII has gained prominence in and outside South Africa in encouraging and training officials from Africa in the collection of science and technology indicators.

Technology balance of payments

Technology Balance of Payments (TBP) comprise receipts and payments broken down by five types of transactions: patents and inventions; patent licensing; trademarks; patterns and designs; technology-related services and industrial R&D carried out abroad or financed from abroad.

Currently, only R&D transactions by R&D performing firms are available from the National R&D Survey (CeSTII, 2012). The R&D survey is designed to cover domestic R&D performers therefore data on R&D outsourced abroad is lacking.

CeSTII, in collaboration with the Reserve Bank, NACI, DST and Statistics South Africa seeks to expand the R&D survey by collecting data on R&D performance in and outside South Africa. The Reserve Bank will provide data on disaggregated types of TBP transactions once a dissemination method is in place. A draft report describing TBP as an indicator together with the preliminary aggregated TBP data was submitted to the DST during 2011/2012.

Innovation survey outcomes

The innovation survey report presented key indicators describing the activities and patterns of innovation in the national business sector. This includes resources and investment provided for innovation in enterprises; the types of innovation activities carried out; the level of innovation; sources of information for innovation; and factors hampering or influencing such.



The results indicated that 65.4% of South African enterprises engaged in innovation activities. About 48.2% of the innovative enterprises introduced new or significantly improved products to the market. Of the 1 493 innovative enterprises, 76% reported that their product innovations originated in South Africa and only 24% reported that their innovations were developed mainly abroad. The survey findings help understand the relative innovation performance and impact on policies. The results highlighted that the public funds do not have much penetration into the activities of innovative South African enterprises.

Following the submission of the 2008 innovation survey results, a workshop was organised to engage and give feedback to stakeholders on South African innovation activities. The outcomes from the workshop included recommendations on what we should aim for when measuring innovation. The preparation and planning of the next innovation survey, scheduled to begin in July 2012, will take cognisance of the recommendations from the workshop.

Knowledge-based economy assessment and results

This project aims to identify indicators describing the development of a knowledge-based economy in South Africa. These indicators will be used to monitor the growth of the knowledge-generation capacity, innovation capacity, human capital development and related aspects required for a knowledge-based economy. The outcome of this project will be used to expand the existing indicators used in monitoring the outcomes of science, technology and innovation (STI) policies and their impact.

The study presented literature and practices concerning measurement of indicators for knowledge-based economies as well as feedback gained from engaging with experts, researchers and practitioners in government and science policy research bodies that assisted in developing a conceptual framework that is relevant for South African policy conditions. This process also included data collection in terms of the selected indicators and other related activities. The main output of the project was a conceptual framework for understanding knowledge economy in a South African context. CeSTII will engage with the DST on developing phase two of the project.

Progress of agricultural R&D

A pilot survey for the Department of Agriculture, Forestry and Fisheries (DAFF) on the status of R&D and other innovation activities in the sector covered objectives that: evaluate the indicators identified by DAFF within the Tracking System for Public Investment in R&D in the sector and propose questionnaires and methods on how best to implement such; and to assess the efficacy of the tracking system toolkit as a national survey instrument for determining the performance of R&D in the agriculture, forestry and fisheries sector. The project began in January 2012 and has made progress. The project initially focused on the agriculture sector, but discussions are taking place to include the forestry and fisheries sector as well. The project report will be submitted on 30 November 2012, followed by a proposal to carry out the second phase of the project, which will include the forestry and fisheries sectors.

Community employment intervention

The Community Work Programme (CWP) was introduced in 2009 as an employment safety net in response to the unprecedented levels of unemployment, poverty and inequality in South Africa. The CWP provides access to a minimum number of days of employment at two days per week for a maximum of 100 days annually. Since April 2011, the programme reached just under 100 000 participants in approximately 70 sites.

The HSRC undertook research projects aimed at exploring how the CWP could best contribute to improving the developmental outcomes of children 0–4 years through innovations in the design and implementation of the CWP, particularly in relation to social care, protection and nutrition.

The research found that the CWP is responding to the food and nutrition security needs of vulnerable children and adults through the promotion and development of food gardens at targeted community households and children in schools. The results entail launching several food gardens supporting numerous schools, crèches and people.

Direct state provision vs tender procurement

This project looked at the extent to which government could create more jobs by shifting from a public procurement system to direct state provision of goods and services. The central argument was the claim that reducing every government service to a tender reduces the state's ability to create jobs and enriches only a few. This concern is important in a country like South Africa where the challenges of poverty and unemployment demand the effective use of finances. The project used an economy-wide

model as a guide, not only to simulate such change but also to assess the degree thereof. The study modelled the reduction in government procurement for a few services such as road construction.

The results of the study indicated that the shift is not that simple. While the results imply that direct state provision through the government services sector has positive impacts on increasing employment, it is crucial to note that in reality, the public sector will need to hire more low-skilled labour. The fact that the suppliers of intermediate inputs experience an increase in their business highlights the fact that direct state provision does not resolve tender issues as it is placed on the level of procurement of intermediate inputs. That means, government is only supplying the final goods, but it still has to buy intermediate inputs. In line with the increase in government services the suppliers of intermediate commodities needed to produce government services also benefit and therefore their demand for capital and labour as well as investment in new capital increases. This result is important as it demonstrates that even with an increase in the government's role in the provision of final goods and services; the so-called 'tenderpreneur' problem will still be present. The government will still procure intermediate goods from the private sector in order to produce the public goods and services.

The employment impacts were driven by the fact that in the model government was assumed to maintain its skills composition to deliver these goods and services. This skills composition in the base year is 35% high skilled, 56% medium skilled and only 9% low skilled labour. The implications of the assumption that the government maintains this skills composition are that government will use fairly high-skill intensive methods of production. This leads to a relatively higher increase in the demand for high and medium skill labour categories with a consequent rise in the income of households that receive incomes from these factors. Low-income households are the worst-off (relative to richer households) because they receive most of their income from the low skilled labour.

The important policy lesson from this study shows that only shifting from providing final public goods and services through public procurement to provision through direct state production does not resolve the abuse of the tender system for personal gain as the state is still forced to procure the intermediate inputs that it will use in the production of those goods and services. Hence, a deeper study on corruption costs and its effects in the economic system should be implemented before concrete recommendations are made.

Review of the state minerals sector

This project, commissioned by the African National Congress (ANC), examined the mining sector, including upstream and downstream sectors; mineral-related logistics; energy and environmental sustainability; existing sector state assets; present legislation and the Mining Charter. The research team consisted of Prof Margaret Chitiga-Mabugu, Pundy Pillay and Paul Jordan.

The project was required to undertake a critical analysis of the existing mining sector, including potential and actual upstream and downstream sectors; mineral-related logistics; energy and environmental sustainability challenges and opportunities; existing state assets in the sector; present legislation and regulations including the licensing regulations, and the Mining Charter. The project was also required to review a variety of international approaches to state intervention in the minerals sector, as well as the historical perspective on the evolution of current mineral regimes. This was achieved through evaluating the forms of state interventions by 'developmental states', including through nationalisation, and evaluating other factors influencing such interventions in the context of maximising the growth, development and employment potential embedded in mineral assets. There were many lessons learnt and a number of recommendations. Some of the recommendations that emerged from the study are given below.

Our rich and diverse mineral resources endowment could underpin growth, development and job creation but this will not happen through 'market forces' alone. We need to begin to apply our concept of a Democratic Developmental State to the governance of our mineral assets, to ensure that the development of all the mineral linkage sectors is maximised to stimulate industrialisation and job creation and to capture an equitable share of our resource rents. The key state intervention to realise the crucial economic linkages is the development of quality technical human resources (engineers, scientists, technicians), at which we are currently failing badly.

In general we need to transform the core of our economy, the Minerals Energy Complex (MEC), through good governance, into the driver of growth and development through the maximisation of all the MEC linkages (fiscal, backward, forward, knowledge and spatial), rather than merely a vehicle for super-profits, much of which are expatriated. Furthermore, such a resource-based (MEC) growth and development strategy would be greatly enhanced by equitable regional integration (SADC).

A major challenge is ensuring that a much higher proportion of the super-returns from the extraction of the people's resources are in the hands of the state to invest for the people as a whole, whilst ensuring that the minerals sector continues to grow and prosper. South Africa's taxes are generally lower than most other countries. We need to introduce a Resource Rent Tax and the receipts should go into the Sovereign Wealth Fund, part of which should be used to develop infrastructure, skills and geo-knowledge, including to the benefit of the minerals sector.

Knowing what the people's exploitable resources are is a crucial starting point. The state must invest in geo-survey capacity (Council for Geosciences) and ensure that valuable rights are concessioned with the optimal developmental returns, through public tender ('price discovery').

Maximising the developmental impacts (linkages) from resources means effective coordination on the part of the state, rather than fragmented decisionmaking. A super-Ministry of the Economy should be created, or at least the merging of the key MEC Ministries: minerals, energy, trade and industry and economic development. It is incumbent on our generation to ensure that the current depletion of our finite mineral assets establishes a competitive industrial platform for the economic prosperity of future generations.

HSRC Seminars, Policy Discussions and Workshops

The HSRC held various seminars, policy discussions and workshops, producing several policy briefs, newsletters and review publications during the year under review. Below we highlight prominent examples of such:

Science, policy and research seminars

The HSRC held two science and six government cluster engagements on a range of topics. A number of lecture series were also held:

Eminent thinkers and world leaders spoke on public policy issues. The first lecture, presented by a director of the National Development Bank in Brazil, focused on Sourcing finance for development. The second lecture was co-presented by the President of the German Research Foundation (DFG) and the vice-president of the South African Nuclear Industry Association, and addressed the Role of science in political decisionmaking: How Germany decided to give up nuclear energy.

Local and international experts participated as presenters and discussants. HSRC staff presented eleven of the 35 seminars offered during 2011/2012 and joined the other events as chairs or discussants. Many Convening and Policy Dialogue Facility (CPDF) events received media attention.

Policy briefs, newsletters and research review publications produced

Training support and an external and internal review process during 2011/2012 enhanced the quality of policy briefs produced. Six policy briefs were published during the year under review.

'From policy to action' newsletters published

The HSRC continues to support the 'Policy Action Network', an online resource aimed at building broader networks across the research and policy landscape in South Africa. Technical and financial support from the Programme to Support Pro-Poor Policy Development Programme (PSPPD) in the presidency and UNICEF contributed to enhance the reach of newsletters produced. During 2011/2012, five online newsletters, entitled 'From evidence to action' were produced. Each newsletter focused on a relevant methodology or policy-related issue, and contained feature sections including relevant case studies, tools, and resource materials.

Reports on Rapid Evidence Assessment (REA) produced

Two editions of the 'From Evidence to Action' newsletters reported on Rapid Evidence Assessments (REAs) as effective research synthesis tools for consolidating evidence from various studies on a particular issue and drawing out key findings. The April 2011 edition provided an introduction to requirements and benefits of REAs as a tool, whereas the August 2011 edition provided a detailed overview of an REA focusing on violent crime in South Africa.

HSRC Review publications produced

Four editions of the HSRC Review were produced during 2011/2012. This year saw a more integrated approach to visual design, with photographs selected or original illustrations produced to add value to the written text. The publication is widely distributed, with 3 200 copies distributed by post to key stakeholders, and a further 2 900 sent electronically to regular subscribers.



Research
Outputs
2011/2012

Research Outputs

2011/2012

1. Internationally accredited journal articles for SRS/ SRM and above (ISI and/or IBSS listings) counted for ADEPTS (96)

Abrahams, Z., De Villiers, A., Steyn, N.P., Fourie, J., Dalais, L., Hill, J., Draper, C.E. & Lambert, E.V. (2011) What's in the lunchbox?: dietary behaviour of learners from disadvantaged schools in the Western Cape, South Africa. *Public Health Nutrition*. 14(10):1752-1758.

Abrahams, Z., Mchiza, Z. & Steyn, N.P. (2011) Diet and mortality rates in sub-Saharan Africa: stages in the nutrition transition. *BMC Public Health*. 11:Online.

Akintade, O.L., Pengpid, S. & Peltzer, K. (2011) Awareness and use of and barriers to family planning services among female university students in Lesotho. *South African Journal of Obstetrics and Gynaecology*. 17(2):36-42.

Arnot, M. & Swartz, S. (2012) Editorial: youth citizenship and the politics of belonging: introducing contexts, voices, imaginaries. *Comparative Education*. 48(1):1-10.

Bhana, A. & Bachoo, S. (2011) The determinants of family resilience among families in low- and middle-income contexts: a systematic literature review. *South African Journal of Psychology*. 41(2):131-139.

Chao, L., Szrek, H., Peltzer, K., Ramlagan, S., Fleming, P., Leite, R., Magerman, J., Ngwenya, G.B., Pereira, N.S. & Behrman, J. (2011) A comparison of EPI sampling, probability sampling, and compact segment sampling methods for micro and small enterprises. *Journal of Development Economics*. September:Online.

Chitiga, M., Fofana, I. & Mabugu, R. (2011) The poverty implications of high oil prices in South Africa. *Environmental and Development Economics*. December:Online.

Cosser, M. (2011) Pathways through the education and training system: do we need a new model?. *Perspectives in Education*. 29(2):70-79.

Desmond, K., Milburn, N., Richter, L., Tomlinson, M., Greco, E., Van Heerden, A., Van Rooyen, H., Comulada, W.S. & Rotheram-Borus, M.J. (2012) Alcohol consumption among HIV-positive pregnant women in KwaZulu-Natal, South Africa: prevalence and correlates. *Drug and Alcohol Dependence*. 120:113-118.

Dewing, S., Mathews, C., Schaay, N., Cloete, A., Louw, J. & Simbayi, L. (2011) Behaviour change counselling for ARV adherence support within primary health care facilities in the Western Cape, South Africa. *AIDS and Behavior*. October:Online.

Earle, A., Mokomane, Z. & Heymann, J. (2011) International perspectives on work-family policies: lessons from the world's most competitive economies. *The Future of Children*. 21(2):191-210.

Eriksen, S., Aldunce, P., Bahinipati, C.S., Martins, R.D., Molefe, J.I., Nhemachena, C., O'Brien, K., Olorunfemi, F., Park, J., Sygna, L. & Ulsrud, K. (2011) When not every response to climate change is a good one: identifying principles for sustainable adaptation. *Climate and Development*. 3:7-20.

Fall, C.H.D., Borja, J.B., Osmond, C., Richter, L., Bhargava, S.K., Martorell, R., Stein, A.D., Barros, F.C., Victora, C.G. & Cohorts Group, (2011) Infant-feeding patterns and cardiovascular risk factors in young adulthood: data from five cohorts in low- and middle-income countries. *International Journal of Epidemiology*. 40:47-62.

Gelfand, M.J., Raver, J.L., Nishii, L., Leslie, L.M., Lun, J., Lim, B.C., Duan, L., Almaliach, A., Ang, S., Arnadottir, J., Aycan, Z., Boehnke, K., Boski, P., Cabecinhas, R., Chan, D., Chhokar, J., D'Amato, A., Ferrer, M., Fischlmayr, I.C., Fischer, R., Fulop, M., Georgas, J., Kashima, E.S., Kashima, Y., Kim, K., Lempereur, A., Marquez, P., Othman, R., Overlaet, B., Panagiotopoulou, P., Peltzer, K., Perez-Florizno, L.R., Ponomarenko, L., Realo, A., Schei, V., Schmitt, M., Smith, P.B., Soomro, N., Szabo, E., Taveesin, N., Toyama, M., Van de Vliert, E., Vohra, N., Ward, C. & Yamaguchi, S. (2011) Differences between tight and loose cultures: a 33-nation study. *Science*. 332:1100-1104.

Ginsburg, C., Richter, L.M., Fleisch, B. & Norris, S.A. (2011) An analysis of associations between residential and school mobility and educational outcomes in South African urban children: the Birth to Twenty cohort. *International Journal of Educational Development*. May:Online.

Hart, T.G.B. (2011) The significance of African vegetables in ensuring food security for South Africa's rural poor. *Agriculture and Human Values*. 28(3):321-333.

Jacobs, P. (2012) Wither agrarian reform in South Africa?. *Review of African Political Economy*. 39(131):171-180.

Jacobs, P.T. (2011) Agro-food market policy and food security in South Africa. *Development in Practice*. 21(4-5):642-651.

James, C.C.A.B. & Peltzer, K. (2012) Traditional and alternative therapy for mental illness in Jamaica: patients' conceptions and practitioners' attitudes. *African Journal of Traditional, Complementary and Alternative Medicines*. 9(1):94-104.

Johnson, L.F., Hallett, T.B., Rehle, T.M. & Dorrington, R.E. (2012) The effect of changes in condom usage and antiretroviral treatment coverage on human immunodeficiency virus incidence in South Africa: a model-based analysis. *Journal of the Royal Society Interface*. Online:January.

Johnson, L.F., Stinson, K., Newell, M-L., Bland, R.M., Moultrie, H., Davies, M-A., Rehle, T.M., Dorrington, R.E. & Sherman, G.G. (2012) The contribution of maternal HIV seroconversion during late pregnancy and breastfeeding to mother-to-child transmission of HIV. *JAIDS - Journal of Acquired Immune Deficiency Syndromes*. 59(4):417-425.

- Kalichman, S.C., Pinkerton, S.D., Carey, M.P., Cain, D., Mehlomakulu, V., Carey, K.B., Simbayi, L.C., Mwaba, K. & Harel, O. (2011) Heterosexual anal intercourse and HIV infection risks in the context of alcohol serving venues, Cape Town, South Africa. *BMC Public Health*. 11:Online.
- Kanyane, M.H. (2011) Financial viability of rural municipalities in South Africa. *Journal of Public Administration*. 46(2):935-946.
- Kekana, Q., Banyini, M., Jooste, S., Simbayi, L. & Peltzer, K. (2011) Adaptation of an HIV behavioural disinhibition risk reduction intervention for recently circumcised South African men. *Gender and Behaviour*. 9(1):3479-3494.
- Knox, J., Sandfort, T., Yi, H., Reddy, V. & Maimane, S. (2011) Social vulnerability and HIV testing among South African men who have sex with men. *International Journal of STD & AIDS*. 22:709-713.
- Labadarios, D., Mchiza, Z.J., Steyn, N.P., Gericke, G., Maunder, E.M.W., Davids, Y.D. & Parker, W. (2012) Food security in South Africa: a review of national surveys. *Bulletin of the World Health Organization*. 89(12):853-928.
- Labadarios, D., Steyn, N.P. & Nel, J. (2011) How diverse is the diet of adult South Africans?. *Nutrition*. 10:Online.
- Lorentzen, J., Muller, L., Manamela, A. & Gastrow, M. (2011) Smart specialisation and global competitiveness: multinational enterprises and location-specific assets in Cape Town. *African Journal of Business Management*. 5(12):4782-4791.
- Louw, J., Peltzer, K. & Matseke, G. (2011) Prevalence of alcohol use and associated factors in pregnant antenatal care attendees in Mpumalanga, South Africa. *Journal of Psychology in Africa*. 21(4):567-572.
- Luke, A., Bovet, P., Forrester, T.E., Lambert, E.V., Plange-Rhule, J., Schoeller, D.A., Dugas, L.R., Durazo-Arvizu, R.A., Shoham, D., Cooper, R.S., Brage, S., Ekelund, U. & Steyn, N.P. (2011) Protocol for the modeling the epidemiologic transition study: a longitudinal observational study of energy balance and change in body weight, diabetes and cardiovascular disease risk. *BMC Public Health*. 11:Online.
- Makoae, M. (2011) Ambiguous diagnosis, futile treatments and temporary recovery: meanings of medical treatment among HIV/AIDS family caregivers providing care without ARVs. *Sahara J: Journal of Social Aspects of HIV/AIDS*. 8(4):187-196.
- Mankayi, N. & Naidoo, A.V. (2011) Masculinity and sexual practices in the military: a South African study. *African Journal of AIDS Research*. 10(1):43-50.
- Mashamba, T., Peltzer, K., Maluleke, T.X. & Sodi, T. (2011) A controlled study of an HIV/AIDS/STI/TB intervention with faith healers in Vhembe district, South Africa. *African Journal of Traditional, Complementary and Alternative Medicines*. 8(5):83-89.
- Mashinini, M.S., Sithole, M.M. & Mabuza, M.L. (2011) Contribution of input trade fairs to food security in rural Swaziland: case study of households under the Ngwempisi constituency. *African Journal of Agricultural Research*. 6(10):2436-2446.
- McGrath, N., Richter, L. & Newell, M-L. (2011) Design and methods of a longitudinal study investigating the impact of antiretroviral treatment on the partnerships and sexual behaviour of HIV-infected individuals in rural KwaZulu-Natal, South Africa. *BMC Public Health*. 11:121.
- Meyiwa, T. (2011) Does South Africa attend to issues which affect women the most?: a reflection. *Transformation*. 75:116-121.
- Mikton, C., Mehra, R., Butchart, A., Addiss, D., Almuneef, M., Cardia, N., Cheah, I., Chen, J., Makoae, M. & Raleva, M. (2011) A multidimensional model for child maltreatment prevention readiness in low- and middle-income countries. *Journal of Community Psychology*. 39(7):826-843.
- Mkhize-Kwitshana, Z.L., Taylor, M., Jooste, P., Mabaso, M.L.H. & Walzl, G. (2011) The influence of different helminth infection phenotypes on immune responses against HIV in co-infected adults in South Africa. *BMC Infectious Diseases*. 11:Online.
- Mkhonto, S.S. & Mabaso, M.L.H. (2012) Relationship between obesity and blood pressure in school-going adolescents in the Limpopo province of South Africa. *Obesity Research & Clinical Practice*. February:Online.
- Mlambo, M. & Peltzer, K. (2011) HIV sero-status disclosure and sexual behaviour among HIV positive patients who are on antiretroviral treatment (ART) in Mpumalanga, South Africa. *Journal of Human Ecology*. 35(1):29-41.
- Mokomane, Z., Rochat, T.J. & The Directorate, (2011) Adoption in South Africa: trends and patterns in social work practice. *Child & Family Social Work*. June:Online.
- Motshabi, L.C., Pengpid, S. & Peltzer, K. (2011) HIV counselling and testing utilisation and attitudes of male inmates in a South African prison. *Sahara J: Journal of Social Aspects of HIV/AIDS*. 8(3):107-114.
- Mulaudzi, M.V., Pengpid, S. & Peltzer, K. (2011) Nurses' knowledge, attitudes, and coping related to HIV and AIDS in a rural hospital in South Africa. *Studies on Ethno-medicine*. 5(1):25-32.
- Naicker, N., Richter, L., Mathee, A., Becker, P. & Norris, S.A. (2012) Environmental lead exposure and socio-behavioural adjustment in the early teens: the birth to twenty cohort. *Science of the Total Environment*. 414:120-125.
- Ndinda, C. & Okeke-Uzodike, U. (2012) Present but absent: women in business leadership in South Africa. *Journal of International Women's Studies*. 13(1):127-145.

- Norris, S.A., Osmond, C., Gigante, D., Kuzawa, C.W., Ramakrishnan, L., Lee, N.R., Ramirez-Zea, M., Richter, L.M., Stein, A.D., Tandon, N., Fall, C.H.D. & COHORTS Group, (2012) Size at birth, weight gain in infancy and childhood, and adult diabetes risk in five low- or middle-income country birth cohorts. *Diabetes Care*. 35:72-79.
- Onoya, D., Reddy, P., Ruiter, R., Sifunda, S., Wingood, G. & Van den Borne, B. (2011) Psychosocial correlates of condom use consistency among isixhosa-speaking women living with HIV in the western Cape province of South Africa. *Journal of Health Psychology*. June:Online.
- Parker, W., Steyn, N.P., Mchiza, Z., Wentzel-Viljoen, E., Dannhauser, A., Mbhenyane, X., Nthangeni, G. & Moeng, L. (2011) Challenges for efficient health service delivery: experiences of dieticians completing their compulsory community service year in South Africa. *Public Health Nutrition*. November:Online.
- Peltzer, K. & Pengpid, S. (2011) Overweight and obesity and associated factors among school-aged adolescents in Ghana and Uganda. *International Journal of Environmental Research and Public Health*. 8:3859-3870.
- Peltzer, K. & Pengpid, S. (2011) Prevalence and social correlates of sexual intercourse among school-going adolescents in Thailand. *The Scientific World Journal*. 11:1812-1820.
- Peltzer, K. & Pengpid, S. (2012) Alcohol use and health-related quality of life among hospital outpatients in South Africa. *Alcohol and Alcoholism*. January:Online.
- Peltzer, K. & Pengpid, S. (2012) Suicidal ideation and associated factors among school-going adolescents in Thailand. *International Journal of Environmental Research and Public Health*. 9:462-473.
- Peltzer, K. & Shikwane, M.E. (2011) Prevalence of postnatal depression and associated factors among HIV-positive women in primary care in Nkangala district, South Africa. *The Southern African Journal of HIV Medicine*. December:24-28.
- Peltzer, K. (2011) Adherence to antiretroviral therapy in low socioeconomic status community sample. *Journal of Psychology in Africa*. 21(2):287-292.
- Peltzer, K. (2011) Determinants of exposure to Second-Hand Tobacco Smoke (SHS) among current non-smoking in-school adolescents (aged 11-18 years) in South Africa: results from the 2008 GYTS study. *International Journal of Environmental Research and Public Health*. 8:3553-3561.
- Peltzer, K. (2011) Early smoking initiation and associated factors among in-school male and female adolescents in seven African countries. *African Health Sciences*. 11(2):320-328.
- Peltzer, K. (2011) Sexual dissatisfaction and associated factors in a sample of patients on antiretroviral treatment in KwaZulu-Natal, South Africa. *South African Journal of Psychiatry*. 17(3):2-7.
- Peltzer, K. (2011) Spirituality and religion in antiretroviral therapy (ART) in KwaZulu-Natal, South Africa: a longitudinal study. *Journal of Psychology in Africa*. 21(3):361-370.
- Peltzer, K. (2012) Correlates of HIV infection among people visiting public HIV counseling and testing clinics in Mpumalanga, South Africa. *African Health Sciences*. 12(1):631-639.
- Peltzer, K. (2012) Health-related quality of life and antiretroviral therapy in KwaZulu-Natal, South Africa. *Social Behavior and Personality*. 40(2):267-282.
- Peltzer, K. (2012) Social grants for people with HIV and on antiretroviral therapy in KwaZulu-Natal, South Africa: a longitudinal study. *Sahara J: Journal of Social Aspects of HIV/AIDS*. 9(1):6-14.
- Peltzer, K., Friend-du Preez, N., Ramlagan, S., Fomundam, H., Anderson, J. & Chanetsa, L. (2011) Antiretrovirals and the use of traditional, complementary and alternative medicine by HIV patients in KwaZulu-Natal, South Africa: a longitudinal study. *African Journal of Traditional, Complementary and Alternative Medicines*. 8(4):337-345.
- Peltzer, K., Jones, D., Weiss, S.M. & Shikwane, E. (2011) Promoting male involvement to improve PMTCT uptake and reduce antenatal HIV infection: a cluster randomized controlled trial protocol. *BMC Public Health*. 11:Online.
- Peltzer, K., Naidoo, P., Matseke, G. & Zuma, K. (2011) Screening and brief interventions for hazardous and harmful alcohol use among patients with active tuberculosis attending primary care clinics in South Africa: a cluster randomized controlled trial protocol. *BMC Public Health*. 11:394.
- Peltzer, K., Ramlagan, S., Khan, M.S. & Gaede, B. (2012) The social and clinical characteristics of patients on antiretroviral therapy who are 'lost to follow-up' in KwaZulu-Natal, South Africa: a prospective study. *Sahara J: Journal of Social Aspects of HIV/AIDS*. 8(4):179-186.
- Peltzer, K., Shikwane, E. & Matseke, G. (2011) Psychological distress and associated factors among a sample of pregnant women in South Africa. *Journal of Psychology in Africa*. 21(3):495-500.
- Peltzer, K., Simbayi, L., Banyini, M. & Kekana, Q. (2011) HIV risk reduction intervention among medically circumcised young men in South Africa: a randomized controlled trial. *International Journal of Behavioral Medicine*. June:Online.
- Peltzer, K., Vallieres, E.F. & Tabane, C. (2011) HIV knowledge, risk perception and risk behaviour among male ex-offenders in Mpumalanga, South Africa. *Gender and Behaviour*. 9(2):3870-3885.
- Pengpid, S. & Peltzer, K. (2012) Hygiene behaviour and health attitudes in African countries. *Current Opinion in Psychiatry*. 25(2):149-154.

- Pengpid, S., Peltzer, K. & Van der Heever, H. (2011) Prevalence of alcohol use and associated factors in urban hospital outpatients in South Africa. *International Journal of Environmental Research and Public Health*. 8:2629-2639.
- Pengpid, S., Peltzer, K., Skaal, L., Van der Heever, H. & Van Hal, G. (2012) Screening and brief intervention for alcohol problems in Dr George Mukhari hospital out-patients in Gauteng, South Africa: a single-blinded randomized controlled trial protocol. *BMC Public Health*. 12:127.
- Petersen, I., Bhana, A. & Baillie, K. (2011) The feasibility of adapted group-based Interpersonal Therapy (IPT) for the treatment of depression by community health workers within the context of task shifting in South Africa. *Community Mental Health Journal*. June:Online.
- Petersen, I., Lund, C., Bhana, A., Flisher, A.J. & Mental Health and Poverty Research Programme Consortium, (2011) A task shifting approach to primary mental health care for adults in South Africa: human resource requirements and costs for rural settings. *Health Policy and Planning*. February:Online.
- Phakathi, Z., Van Rooyen, H., Fritz, K. & Richter, L. (2011) The influence of antiretroviral treatment on willingness to test: a qualitative study in rural KwaZulu-Natal, South Africa. *African Journal of AIDS Research*. 10:173-180.
- Piwowar-Manning, E., Fiamma, A., Laeyendecker, O., Kulich, M., Donnell, D., Szekeres, G., Robins-Morris, L., Mullis, C.E., Vallari, A., Hackett, J., Mastro, T.D., Gray, G., Richter, L., Alexandre, M.W., Chariyalertsak, S., Chingono, A., Sweat, M., Coates, T. & Eshleman, S.H. (2011) HIV surveillance in a large, community-based study: results from the pilot study of Project Accept (HIV prevention trials network 043). *BMC Infectious Diseases*. 11:251.
- Reddy, V., Moletsane, R. & Masilela, T. (2011) Introduction: framing the issues around affirmative action and equity in South Africa: policy, progress, prospects and platitudes. *Transformation*. 77:1-10.
- Reddy, V., Van der Berg, S., Janse van Rensburg, D. & Taylor, S. (2012) Educational outcomes: pathways and performance in South African high schools. *South African Journal of Science*. 108(3/4):Online.
- Rispel, L.C., Metcalf, C.A., Cloete, A., Moorman, J. & Reddy, V. (2011) You became afraid to tell them that you are gay: health service utilization by men who have sex with men in South African cities. *Journal of Public Health Policy*. 32(S1):S137-S151.
- Rispel, L.C., Metcalf, C.A., Cloete, A., Reddy, V. & Lombard, C. (2011) HIV prevalence and risk practices among men who have sex with men in two South African cities. *JAIDS - Journal of Acquired Immune Deficiency Syndromes*. 57(1):69-76.
- Roberts, B., Weir-Smith, G. & Reddy, V. (2011) Minding the gap: attitudes toward affirmative action in South Africa. *Transformation*. 77:11-40.
- Schaaf, H.S., Cilliers, K., Willemse, M., Labadarios, D., Kidd, M. & Donald, P.R. (2012) Nutritional status and its response to treatment of children, with and without HIV infection, hospitalized for the management of tuberculosis. *Paediatrics & International Child Health*. February:Online.
- Schwarz, B., Mayer, B., Trommsdorff, G., Ben-Arieh, A., Friedlmeier, M., Lubiewska, K., Mishra, R. & Peltzer, K. (2011) Does the importance of parent and peer relationships for adolescents' life satisfaction vary across cultures?. *Journal of Early Adolescence*. September:Online.
- Shonkoff, J.P., Richter, L., van der Gaag, J. & Bhutta, Z.A. (2012) An integrated scientific framework for child survival and early childhood development. *Pediatrics*. 129(2):1-13.
- Steyn, N.P. & Labadarios, D. (2011) Street foods and fast foods: how much do South Africans of different ethnic groups consume?. *Ethnicity & Disease*. 21:462-466.
- Steyn, N.P., Labadarios, D. & Nel, J.H. (2011) Factors which influence the consumption of street foods and fast foods in South Africa: a national survey. *Nutrition Journal*. 10:Online.
- Struwig, J., Roberts, B. & Vivier, L.E. (2011) A vote of confidence: election management and public perceptions of electoral processes in South Africa. *Journal of Public Administration*. 46(3.1):1122-1138
- Swartz, S. (2011) Being turned inside out: researching youth, morality and restitution from the global South. *Journal of Moral Education*. 40(3):407-415.
- Swartz, S., Harding, J.H. & De Lannoy, A. (2012) Ikasi style and the quiet violence of dreams: a critique of youth belonging in post-apartheid South Africa. *Comparative Education*. 48(1):27-40.
- Sweat, M., Morin, S., Celentano, D., Mulawa, M., Singh, B., Mbwambo, J., Kawichai, S., Chingono, A., Khumalo-Sakutukwa, G., Gray, G., Richter, L., Kulich, M., Sadowski, A., Coates, T. & Project Accept Study Team, (2011) Community-based intervention to increase HIV testing and case detection in people aged 16-32 years in Tanzania, Zimbabwe, and Thailand (NIMH Project Accept, HPTN 043): a randomised study. *The Lancet*. 11:525-532.
- Tajudeen, L.O., Pengpid, S. & Peltzer, K. (2011) HIV knowledge, attitudes, and sexual behaviour among tourism workers in Gauteng province, South Africa. *Journal of Human Ecology*. 36(2):103-110.
- Thupayagale-Tshweneagae, G. & Mokomane, Z. (2011) Inclusiveness: a mental health strategy for preventing future mental health problems among adolescents orphaned by AIDS. *Journal of Psychiatric and Mental Health Nursing*. November:Online.

Thupayagale-Tshweneagae, G. & Mokomane, Z. (2012) Discrimination against South African adolescents orphaned by AIDS. *Journal of Psychosocial Nursing & Mental Health Services*. 50(1):26-31.

Tieng'O, J.G., Pengpid, S., Skaal, L. & Peltzer, K. (2011) Knowledge attitude and practice of breast cancer examination among women attending a health facility in Gaborone, Botswana. *Gender and Behaviour*. 9(1):3513-3527.

Visser, J., Labadarios, D. & Blaauw, R. (2011) Micronutrient supplementation for critically ill adults: a systemic review and meta-analysis. *Nutrition*. 27:745-758.

Walker, S.P., Wachs, T.D., Grantham-McGregor, S., Black, M.M., Nelson, C.A., Huffman, S.L., Baker-Henningham, H., Chang, S.M., Hamadani, J.D., Lozoff, B., Gardner, J.M.M., Powell, C.A., Rahman, A. & Richter, L. (2011) Child development 1: inequality in early childhood: risk and protective factors for early child development. *The Lancet*. September:Online.

Zuma, K., Mzolo, T. & Makonko, E. (2011) Determinants of age at sexual debut and associated risks among South African youths. *African Journal of AIDS Research*. 10(3):189-194.

2. Internationally accredited journal articles for all other categories of HSRC staff (ISI and/or IBSS listings) not counted for ADEPTS (16)

Booyens, I. (2012) Creative industries, inequality and social development: developments, impacts and challenges in Cape Town. *Urban Forum*. 23:43-60.

Davids, Y.D. & Gaibie, F. (2011) Quality of life in post-apartheid South Africa. *Politikon*. 38(2):231-156.

Davids, Y.D. & Gouws, A. (2011) Monitoring perceptions of the causes of poverty in South Africa. *Social Indicators Research*. December:Online

El-Mekkawy, S., Meselhy, M.R., Nkobole, N. & Lall, N. (2012) Three new α -glucosidase inhibitors from guggul, the oleogum resin of *Commiphora wightii*. *Natural Product Research*. March:Online.

Magidimisha, H.H. & Chipungu, L. (2011) Unconventional housing provision: reflections on health aspects: a case study of Zimbabwe. *Journal of Housing and the Built Environment*. June:Online.

Mchiza, Z.J., Goedecke, J.H. & Lambert, E.V. (2011) Intra-familial and ethnic effects on attitudinal and perceptual body image: a cohort of South African mother-daughter dyads. *BMC Public Health*. 11:433-440.

Mokhele, T.A. (2011) Potential health effects of pesticide use on farmworkers in Lesotho. *South African Journal of Science*. 107(7/8):Online.

Nkobole, N., Houghton, P.J., Hussein, A. & Lall, N. (2011) Antidiabetic activity of terminalia sericea constituents. *Natural Product Communications*. 6(0):1-4.

Onuoha, G. (2011) Contesting the space: the "new Biafra" and ethno-territorial separatism in South-Eastern Nigeria. *Nationalism and Ethnic Politics*. 17(4):402-422.

Onuoha, G. (2012) Contemporary Igbo nationalism and the crisis of self-determination in Nigeria. *African Studies*. 71(1):29-51.

Parker, S. & Vlotman, N. (2011) African research and development surveys: highlights from the South African success story. *International Journal of African Renaissance Studies*. 6(1):121-140.

Rispel, L.C., Cloete, A., Metcalf, C.A., Moody, K. & Caswell, G. (2011) 'It [HIV] is part of the relationship': exploring communication among HIVserodiscordant couples in South Africa and Tanzania. *Culture, Health & Sexuality*. November:Online.

Rispel, L.C., Metcalf, C.A., Moody, K., Cloete, A. & Caswell, G. (2011) Sexual relations and childbearing decisions of HIV-discordant couples: an exploratory study in South Africa and Tanzania. *Reproductive Health Matters*. 19(37):184-193.

Sanger, N. (2011) Review essay on Oliver Hermanus' Shirley Adams. *Agenda: Empowering Women for Gender Equity*. 25(4):18-23.

Veit, A., Barolsky, V. & Pillay, S. (2011) Violence and violence research in Africa South of the Sahara. *International Journal of Conflict and Violence*. 5(1):13-31.

Wiebesiek, L., Rudwick, S. & Zeller, J. (2011) South African Indian English: a qualitative study of attitudes. *World Englishes*. 30(2):251-268.

3. Peer-reviewed journal articles (DHET (SA) Listing and other as approved, not counted for ADEPTS) (31)

Airhihenbuwa, C.O., Shisana, O., Zungu, N., BeLue, R., Makofani, D.M., Shefer, T., Smith, E. & Simbayi, L. (2011) Research capacity building: a US-South African partnership. *Global Health Promotion*. 18(2):27-35.

Bantwini, B.D. & Diko, N. (2011) Factors affecting South African district officials' capacity to provide effective teacher support. *Creative Education*. 2(3):226-235.

Frempong, G., Reddy, V. & Kanjee, A. (2011) Exploring equity and quality education in South Africa using multilevel models. *Compare: A Journal of Comparative and International Education*. 41(6):819-835.

- Gastrow, M. & Gordon, A. (2011) Technological evolution in the South African and Argentine automotive manufacturing sectors: policy responses and results. *African Journal of Science, Technology, Innovation and Development*. 3(2): 189-217.
- Gastrow, M. (2011) Open innovation in South Africa: case studies in nanotechnology, biotechnology, and open source software development. *Journal for New Generation Sciences*. 9(1):42-66.
- Goeiman, H., Labadarios, D. & Steyn, N.P. (2011) Who is the nutrition workforce in the Western Cape?. *South African Journal of Clinical Nutrition*. 24(2):90-98.
- Isaacs, S., Savahl, S., Rule, C., Amos, T., Arendse, D., Lambert, C., Majozi, N., Ritacco, G. & Samuels, C. (2011) An investigation into the relationship between community violence exposure and adolescents' psychosocial well-being. *The Social Work Practitioner-Researcher*. 23(1):57-78.
- Kruss, G. (2012) Channels of interaction in health biotechnology networks in South Africa: who benefits and how?. *International Journal of Technological Learning, Innovation and Development*. 5(1/2):204-220.
- Lorentzen, J. (2011) Food on the table and disease at the door: insights from low-income countries and regions for measuring innovation. *Innovation and Development*. 1(1):77-89.
- Lund, C., Kleintjes, S., Cooper, S., Petersen, I., Bhana, A., Flisher, A.J. & The MHaPP Research Programme Consortium, (2011) Challenges facing South Africa's mental health care system: stakeholders' perceptions of causes and potential solutions. *International Journal of Culture and Mental Health*. 4(1):23-38.
- McLaughlin, C. & Swartz, S. (2011) Can we use young people's knowledge to develop teachers and HIV-related education?. *Prospects*. 41:429-444
- Mkhonto, S.S., Labadarios, D. & Mabaso, M.L.H. (2012) Association of body weight and physical activity with blood pressure in a rural population in the Dikgale village of Limpopo province in South Africa. *BMC Research Notes*. 5:Online.
- Moetlo, G.J., Pengpid, S. & Peltzer, K. (2011) An evaluation of the implementation of integrated community home-based care services in Vhembe District, South Africa. *Indian Journal of Palliative Care*. 17(2):137-142.
- Mqimeti, N., Pengpid, S. & Peltzer, K. (2011) Evaluation of voluntary counselling and testing services in a health district, South Africa: service providers' perspectives. *Ife Psychologia*. 19(2):151-166.
- Mubyazi, G.M., Mwisongo, A.J., Makundi, E.A., Pallangyo, K., Malebo, H.M., Mshana, J.M., Senkoro, K.P., Kisinza, W.N., Ipuge, Y., Hiza, P., Magesa, S.M., Kitua, A.Y. & Malecela, M.N. (2012) Analysis of cost impact of HIV/AIDS on health service provision in nine regions, Tanzania: methodological challenges and lessons for policy. *Rwanda Journal of Health Sciences*. 1(1):8-20.
- Ndinda, C., Uzodike, U.O., Chimbwete, C. & Mgeyana, M.T.M. (2011) Gendered perceptions of sexual behaviour in rural South Africa. *International Journal of Family Medicine*. April:Online.
- Nthombela, S. & Dayal, H. (2011) Programmes and strategies targeting gender and poverty reduction in South Africa: a case study of three service departments. *African Journal of Governance and Development*. 1(1):74-87.
- Peltzer, K., Phaswana-Mafuya, N. & Ramlagan, S. (2011) Prevalence of obesity and associated factors in South Africans 50 years and older. *African Journal for Physical, Health Education, Recreation and Dance (AJPHERD)*. 17(4):772-778.
- Petersen, I., Ssebunnya, J., Bhana, A., Baillie, K. & MhaPP Research Programme Consortium, (2011) Lessons from case studies of integrating mental health into primary health care in South Africa and Uganda. *International Journal of Mental Health Systems*. 5:Online.
- Phaswana-Mafuya, N. & Davids, A. (2011) Drinking and driving and other risk taking behaviours among university students in South Africa. *African Journal for Physical, Health Education, Recreation and Dance (AJPHERD)*. 17(4):753-761.
- Phaswana-Mafuya, N., Peltzer, K. & Davids, A.S. (2011) Patients' perceptions of primary health care services in the Eastern Cape, South Africa. *African Journal for Physical, Health Education, Recreation and Dance (AJPHERD)*. 17(3):502-516.
- Ramakuela, N.J. & Maluleke, X.T. (2011) Students' views regarding the social and learning environment of disabled students at the University of Venda, South Africa. *African Journal for Physical, Health Education, Recreation and Dance (AJPHERD)*. Suppl 2 (1):285-294.
- Renner, W., Banninger-Huber, E. & Peltzer, K. (2011) Culture-sensitive and resource oriented peer (CROP) - groups as a community based intervention for trauma survivors: a randomized controlled pilot study with refugees and asylum seekers from Chechnya. *The Australasian Journal of Disaster and Trauma Studies*. 2011-1:1-13.
- Richter, L.M. & Sherr, L. (2012) Editorial: countdown to zero: only possible with 100% support for children and families. *Vulnerable Children and Youth Studies*. 7(1):1-5.
- Shankar, J., Barlow, C.A. & Khalema, E. (2011) Work, employment, and mental illness: expanding the domain of Canadian social work. *Journal of Social Work in Disability & Rehabilitation*. 10:268-283.
- Soudien, C. & Botsis, H. (2011) Accent on desire: desire and race in the production of ideological subjectivities in post-apartheid South Africa. *Feminist Formations*. 23(3):89-109.

Takuya, S., Louwagie, G., Zuma, K. & Okello, V. (2012) Durability of first line antiretroviral therapy: reasons and predictive factors for modifications in a Swaziland cohort. *Journal of Antivirals & Antiretrovirals*. 4(1):0014-0020.

Tembo, P., Pengpid, S. & Peltzer, K. (2012) Civil society organizations and their capacity to implement HIV/AIDS programmes in Gaborone, Botswana. *African Journal for Physical, Health Education, Recreation and Dance (AJPHERD)*. 18(1):75-85.

Turok, I. (2011) Urban and rural areas: allies not rivals. *New Agenda*. 11:18-19.

Yu, K. & Pillay, V. (2011) Tracking enrolments and graduations in humanities education in South Africa: are we in crisis?. *South African Journal of Higher Education*. 25(6):1219-1232.

Yu, K. (2011) Exploring the nature of the researcher-practitioner relationship in qualitative educational research publications. *International Journal of Qualitative Studies in Education*. 24(7):785-804.

4. Non-peer reviewed journal articles (47)

Abrahams, Z. (2011) What's in the lunchbox?. *HSRC Review*. 9(3):5.

Bhana, A., Riba, V. & Vawda, M. (2011) Let's talk about sex: giving children knowledge is giving them power; the power to make better decisions about sex. *HSRC Review*. 9(4):14-15.

Cloete, A., Simbayi, L., Henda, N. & Kalichman, S. (2011) Pride and prejudice: gay men who are HIV-positive fear 'double discrimination'. *HSRC Review*. 9(3):8.

Cosser, M. (2012) An assessment of skills development interventions in South Africa: skills development in public vocational education and training institutions: FET college sector fails to meet great expectations. *HSRC Review*. 10(1):28-29.

Cosser, M. (2012) An assessment of skills development interventions in South Africa: skills development in public vocational education and training institutions: size, shape and success in the FET college sector. *HSRC Review*. 10(1):30-31.

Diko, N. (2011) Enhancing teaching and learning in schools through assessment: challenges and possibilities (The 3Rs project). *HSRC Review*. 9(3):20-21.

Du Toit, R. (2012) An assessment of skills development interventions in South Africa: skills development for the unemployed: the national skills fund and training of the unemployed. *HSRC Review*. 10(1):16-17.

Frempong, G. & Motha, C. (2011) Testing, testing: first national assessment of grade 9 pupils show much work lies ahead (The 3Rs project). *HSRC Review*. 9(3):24-25.

Gordon, S., Roberts, B. & Struwig, J. (2012) Foreign exchange: monitoring xenophobia in South Africa. *HSRC Review*. 10(1):6-7.

Haupt, G. (2012) An assessment of skills development interventions in South Africa: skills development through structured qualifications: learnerships and apprenticeships: apprentices remain undervalued. *HSRC Review*. 10(1):22-23.

Jacobs, P. & Ngandu, S. (2011) Value chains to drive rural development. *HSRC Review*. 9(4):20-21.

Janse van Rensburg, D. (2012) An assessment of skills development interventions in South Africa: skills development through structured qualifications: learnerships and apprenticeships: locating skills development in spatial and economic context. *HSRC Review*. 10(1):26-27.

Kanyane, H. (2011) The perplexing problem of salvaging rural municipalities: service delivery and debt collection go hand in hand. *HSRC Review*. 9(4):22-23.

Kruss, G. (2011) Universities in South Africa: ivory towers or social workshops?. *HSRC Review*. 9(2):36-37.

Labadarios, D., Steyn, N.P. & Nel, J. (2011) How diverse are our diets?. *HSRC Review*. 9(3):4.

Makgamatha, M. & Molefe, M. (2011) Making the grade (The 3Rs project). *HSRC Review*. 9(3):22-23.

Mchiza, Z., Goedecke, J. & Lambert, E. (2011) Like mother, like daughter: do perceptions run in the family?. *HSRC Review*. 9(3):6-7.

Mengisteab, K. & Hagg, G. (2011) Striking a balance between the old and the new. *HSRC Review*. 9(3):10-13.

Mkhonto, S., Mabaso, M. & Labadarios, D. (2011) Double trouble for couch potatoes: high blood pressure in a rural population in South Africa. *HSRC Review*. 9(4):18-19.

Mlambo, M. & Peltzer, K. (2011) To tell or not to tell?: making sense of HIV disclosure. *HSRC Review*. 9(4):16-17.

Mncwango, B., Ngazimbi, X. & Twalo, T. (2012) An assessment of skills development interventions in South Africa: work-based skills upgrading in firms in the public and private sectors: skills planning dead in the water without data. *HSRC Review*. 10(1):14-15.

Mokomane, Z. (2011) Adoption: who is going to look after the children?. *HSRC Review*. 9(4):5-7.

Ndinda, C. (2011) Indigenous knowledge to preserve and protect. *HSRC Review*. 9(2):14-15.

Netshitangani, T. (2011) Fighting the scourge: violence at school plagues teachers and learners. *HSRC Review*. 9(4):12-13.

- Peltzer, K. (2011) Devil makes work for idle hands. *HSRC Review*. 9(3):9.
- Peltzer, K., Simbayi, L., Banyini, M. & Kekana, Q. (2011) Safe snipping: medical vs traditional circumcision: changing risky sexual habits. *HSRC Review*. 9(3):18-19.
- Pillay, P., Juan, A. & Twalo, T. (2012) An assessment of skills development interventions in South Africa: work-based skills upgrading in firms in the public and private sectors. *HSRC Review*. 10(1):12-13.
- Pillay, U. (2011) Rethinking the role of state-owned enterprises. *HSRC Review*. 9(3):16-17.
- Reddy, V. & Janse van Rensburg, D. (2011) Improving mathematics performance at schools. *HSRC Review*. 9(2):16-17.
- Roberts, B. & Struwig, J. (2011) Rands and sense: financial literacy in South Africa. *HSRC Review*. 9(4):8-9.
- Roberts, B. & Struwig, J. (2011) Shooting blanks?: South Africa's confidence in police. *HSRC Review*. 9(2):8-9.
- Roodt, J. & Wildschut, A. (2012) An assessment of skills development interventions in South Africa: skills development through structured qualifications: learnerships and apprenticeships: the trade test - a constraint on artisan skilling?. *HSRC Review*. 10(1):24-25.
- Sanchez, D. (2011) From South Africa with love exporting corporate social investment. *Sangonet Pulse*. Augustus:Online.
- Sanchez, D. (2011) From South Africa with love: exporting corporate social investment. *HSRC Review*. 9(2):18-19.
- Sanger, N. (2012) What it means to have 'personhood': women's visual productions and identities in South Africa. *HSRC Review*. 10(1):8-9.
- Scott, D. (2011) Orphans and vulnerable children: service provision in Lesotho. *HSRC Review*. 9(3):14.
- Shisana, O. (2011) The South African healthcare system: a goal of quality healthcare for all. *Medical Solutions*. September:91-95.
- Struwig, J., Barolsky, V. & Roberts, B. (2011) One goal one nation. *HSRC Review*. 9(2):3-5.
- Struwig, J., Roberts, B. & Davids, Y.D. (2011) From bonds to bridges: towards a social cohesion barometer for South Africa. *HSRC Review*. 9(4):10-11.
- Struwig, J., Roberts, B., Pillay, U. & Vivier, E. (2011) A vote of confidence: results from the IEC election satisfaction survey 2011. *HSRC Review*. 9(2):6-7.
- Turok, I. & Robinson, S. (2011) Mother city, mother lode?: Cape Town's global competitiveness under the gun. *HSRC Review*. 9(4):24-25.
- Turok, I. (2011) An eventful city by design. *Cityscapes*. 1:93-94.
- Turok, I. (2011) The state of South African cities 2011. *Regions*. 283 (Autumn):25-26.
- Turok, I. (2011) The state of South African cities. *HSRC Review*. 9(2):12-13.
- Vawda, M.Y. & Bhana, A. (2012) A bottle and a bag of weed: substance abuse trends in KwaZulu-Natal. *HSRC Review*. 10(1):4-5.
- Visser, M. & Kruss, G. (2012) An assessment of skills development interventions in South Africa: skills development through structured qualifications: learnerships and apprenticeships: new direction and transitions in skills development systems. *HSRC Review*. 10(1):18-19.
- Wildschut, A. (2012) An assessment of skills development interventions in South Africa: skills development through structured qualifications: learnerships and apprenticeships: journey through the learnership system mired by past. *HSRC Review*. 10(1):20-21.

5. Scholarly books counted for ADEPTS (4)

- Human Sciences Research Council (2012) 6th SAHARA Conference: official conference proceedings. Port Elizabeth: SAHARA.
- McLaughlin, C., Swartz, S., Kiragu, S., Walli, S. & Mohamed, M. (2012) Old enough to know: consulting children about sex and AIDS education in Africa. Cape Town: HSRC Press.
- Moses, C., Sithole, M., Labadarios, D. & Blankley, W. (2011) South African innovation survey: main results 2008. Pretoria: Human Sciences Research Council.

- Phaswana-Mafuya, N., Tassiopoulos, D., Hoosain, E., Davids, A., Chirinda, W., Swana, Z. & Booie, B. (2012) Are we turning the tide on HIV/AIDS?: the social, political and economic landscape of HIV prevention and response in sub-Saharan Africa: 6th SAHARA conference 2011 report. Port Elizabeth: SAHARA.

6. Scholarly chapters in books counted for ADEPTS (20)

- Anderson, B.A., Wentzel, M., Romani, J.H. & Phillips, H. (2011) Exploring environmental consciousness in South Africa. In: Kondlo, K. & Ejiogu, C. (eds). *Governance in the 21st century*. (Africa in Focus). Cape Town: HSRC Press. 130-145.
- Cenoz, J., Gorter, D. & Heugh, K. (2011) Linguistic diversity. In: Knotter, S., De Lobel, R., Tsipouri, L. & Stenius, V. (eds). *Diversity research and policy: a multidisciplinary exploration*. Amsterdam: Pallas Publications. 83-98.

- Chitiga, M., Mabugu, R. & Ziramba, E. (2011) An analysis of the efficacy of fuel taxation for pollution control in South Africa. In: Sterner, T. (ed). Fuel taxes and the poor: the distributional effects of gasoline taxation and their implications for climate policy. London: Earthscan. 231-243.
- Cooper, S., Bhana, A., Drew, N., Faydi, E., Flisher, A., Kakuma, R., Kleintjes, S., Lund, C., Ofori-Atta, A., Skeen, S. & MhaPP Research Programme Consortium, (2011) Recommendations for improving mental healthcare systems in Africa: lessons from Ghana, Uganda, South Africa and Zambia. In: Kondlo, K. & Ejiogu, C. (eds). Governance in the 21st century. (Africa in Focus). Cape Town: HSRC Press. 309-325.
- De Kadt, J., Makusha, T. & Richter, L. (2011) The moral tensions of HIV/AIDS in sub-Saharan Africa. In: Swartz, S. & Taylor, M. (eds). Moral education in sub-Saharan Africa: culture, economics, conflict and AIDS. Oxon: Routledge. 127-136.
- Jacobs, P. (2012) Agro-food market policy and food security in South Africa. In: Cohen, M.J. & Smale, M. (eds). Global food-price shocks and poor people: themes and case studies. Oxford: Routledge.
- Lorentzen, J. (2011) Knowledge, science and interactions in South Africa's wine industry. In: Giuliani, E., Morrison, A. & Rabelotti, R. (eds). Innovation and technological catch-up: the changing geography of wine production. London: Edward Elgar Publishing.
- Mda, T.V. (2011) African international students in South African universities. In: Snyder, I. & Nieuwenhuysen, J. (eds). A home away from home?: international students in Australian and South African higher education. Clayton Victoria, Australia: Monash University Publishing. 146-166.
- Mpofu, E., Peltzer, K. & Bojuwoye, O. (2011) Indigenous healing practices in sub-Saharan Africa. In: Mpofu, E. (ed). Counseling people of African ancestry. Cambridge: Cambridge University Press. 3-21.
- Naidoo, P., Townsend, L. & Carolissen, R. (2011) Theories of personality. In: De La Rey, C., Schwartz, L. & Duncan, N. Psychology: an introduction. 3rd ed. Cape Town: Oxford University Press. 119-144.
- Ramlagan, S. & Peltzer, K. (2012) Epidemiology of substance use and abuse in South Africa. In: Ellis, G.F.R., Stein, D.J., Thomas, K.G.F. & Meintjes, E.M. (eds). Substance use and abuse in South-Africa: insights from brain and behavioural sciences. Cape Town: UCT Press. 13-30.
- Roberts, B.J. (2012) State of affliction: fear of crime and quality of life in South Africa. In: Webb, D. & Wills-Herrera, E. (eds). Subjective well-being and security. (Social Indicators Research Series; v. 46). Dordrecht: Springer. 149-175.
- Skead, M. & Twalo, T. (2011) The Fort Hare writing centre: an integrated collaborative model for writing and language advancement. In: Archer, A. & Richards, R. (eds). Changing spaces: writing centres and access to higher education. Stellenbosch: Sun Press. 115-130.
- Swartz, S. (2011) 'Moral ecology' and 'moral capital': tools towards a sociology of moral education from a South African ethnography. In: Swartz, S. & Taylor, M. (eds). Moral education in sub-Saharan Africa: culture, economics, conflict and AIDS. Oxon: Routledge. 39-62.
- Tassiopoulos, D. (2011) Events role players. In: Tassiopoulos, D. (ed). Events management: a developmental and managerial approach. 3rd ed. Cape Town: Juta. 67-86.
- Tassiopoulos, D. (2011) The world of events. In: Tassiopoulos, D. (ed). Events management: a developmental and managerial approach. 3rd ed. Cape Town: Juta. 3-33.
- Turok, I. (2011) City governance. In: Mbanga, S., Turok, I., Hunter, R., Robinson, B., Swilling, M. & Van Ryneveld, P. 2011 State of the Cities Report: towards resilient cities. Cape Town: South African Cities Network. 120-141.
- Turok, I. (2011) The built environment. In: Mbanga, S., Turok, I., Hunter, R., Robinson, B., Swilling, M. & Van Ryneveld, P. 2011 State of the Cities Report: towards resilient cities. Cape Town: South African Cities Network. 47-85.
- Turok, I. (2011) The economy of cities. In: Mbanga, S., Turok, I., Hunter, R., Robinson, B., Swilling, M. & Van Ryneveld, P. 2011 State of the Cities Report: towards resilient cities. Cape Town: South African Cities Network. 18-45.
- Wamucii, P. & Idwasi, P. (2011) Social insecurity, youth and development issues in Kenya. In: Kondlo, K. & Ejiogu, C. (eds). Governance in the 21st century. (Africa in Focus). Cape Town: HSRC Press. 188-199.

7. Non-scholarly books not counted for ADEPTS (9)

Kondlo, K. & Ejiogu, C. (eds). (2011) Governance in the 21st century. (Africa in Focus). Cape Town: HSRC Press.

Kruss, G. (2010) Universities and knowledge-based development in sub-Saharan Africa: comparing university-firm interaction in Nigeria, Uganda and South Africa. (Strategic Management of Innovation Research Group, Working paper No. 10). Johannesburg: Wits Business School.

Moletsane, R., Mitchell, C. & Smith, A. (eds). (2012) Was it something I wore?: dress identity materiality. Cape Town: HSRC Press.

Ndinda, C. (2011) Women and subsidised housing in KwaZulu-Natal: the extent of empowerment. London: Lambert Academic Publishing.

Peltzer, K. & Pengpid, S. (2011) Health behavior interventions in developing countries. New York: Nova Science Publishers.

Phaswana-Mafuya, N. & Tassiopoulos, D. (eds). (2011) Non-communicable diseases (NCDs) in developing countries. (Public Health in the 21st Century). New York: Nova Science Publishers.

Swartz, S. & Taylor, M. (eds). (2011) *Moral education in sub-Saharan Africa: culture, economics, conflict and AIDS*. Oxon: Routledge.

Tassiopoulos, D. (ed). (2011) *Events management: a developmental and managerial approach*. 3rd ed. Cape Town: Juta.

Vercauteren, G., Calleja, J.M.G., Kaldor, J., Micallef, J., Kim, A., McWalter, T., Welte, A., Rodriguez, B., Rousseau, C., Rehle, T., Mastro, T., Busch, M., Murphy, G., Parekh, B., Ghys, P., Gouws, E., Hallett, T. & Sands, A. (2011) *When and how to use assays for recent infection to estimate HIV incidence at a population level*. Switzerland: World Health Organization.

8. Non-scholarly chapters in books not counted for ADEPTS (21)

Chisholm, L. (2011) Review: the challenge of South African schooling: dimensions, targets and initiatives. In: Hofmeyr, J. (ed). *Transformation audit 2011: from inequality to inclusive growth*. Cape Town: Institute for Justice and Reconciliation. 50-57.

Diko, N. (2012) The gender politics of the school uniform. In: Moletsane, R., Mitchell, C. & Smith, A. (eds). *Was it something I wore?: dress identity materiality*. Cape Town: HSRC Press. 208-224.

Hart, T. (2011) African vegetables and food security for poor agrarian households in Limpopo province: effective but neglected indigenous knowledge under threat. In: Aliber, M. (ed). *Strategies to support South African smallholders as a contribution to government's second economy strategy: Volume 2: case studies*. Cape Town: Institute for Poverty, Land and Agrarian Studies. 163-182.

Hart, T. (2011) Freimersheim agricultural association: commercial smallholder potato farmers in a Southern Cape land reform project. In: Aliber, M. (ed). *Strategies to support South African smallholders as a contribution to government's second economy strategy: Volume 2: case studies*. Cape Town: Institute for Poverty, Land and Agrarian Studies. 25-45.

Kiragu, S., Swartz, S., Chikovore, J., Likhale, F. & Oduro, G. (2011) Agency, access, silence and ethics: how young people's voices from Africa can contribute to social and educational change in adult-dominated societies. In: Day, C. (ed). *The Routledge international handbook on teacher and school development*. (Routledge International Handbooks of Education). London: Routledge.

Knocker, J., Pell, H. & Tassiopoulos, D. (2011) Exhibitions, expositions and fairs. In: Tassiopoulos, D. (ed). *Events management: a developmental and managerial approach*. 3rd ed. Claremont: Juta. 428-450.

Kondlo, K. (2011) Introduction: towards a 'new' consciousness about Africa's imperatives in the twenty-first century. In: Kondlo, K. & Ejiogu, C. (eds). *Governance in the 21st century*. (Africa in Focus). Cape Town: HSRC Press. xvii-xlii.

Masilela, T.S.B. (2011) Towards a framework that uses narrative analysis for understanding xenophobic attacks in South Africa. In: Somboon, V. (ed). *Coping with dis-integration: from the perspectives of local to global*. Bangkok: Chula Global Network. 95-113.

Mokomane, Z. & Makoae, M. (2011) The role of the private sector in HIV and AIDS interventions in developing countries: the case of Lesotho. In: Kasenga, F.H. (ed). *Understanding HIV/AIDS management and care: pandemic approaches in the 21st century*. Croatia: Intech Open Access. 59-74.

Mwisongo, A., Wang, L., Madon, T., Owusu-Agyei, S. & Block, M.A.G. (2011) Current and foreseeable themes in implementation research for disease control. In: Reza, N. (ed). *Implementation research for the control of infectious diseases of poverty*. Geneva: World Health Organization. 111-120.

Naidu, S. (2011) Upping the ante in Africa: India's increasing footprint across the continent. In: Mawdsley, E. & McCann, G. (eds). *India in Africa: changing geographies of power*. Cape Town: Pambazuka Press. 48-67.

Nhemachena, C., Chakwizira, J., Mashiri, M. & Dube, S. (2011) A policy framework for sustainable utilisation of farmland for the Waterberg district municipality in South Africa. In: Behnassi, M., Shahid, S.A. & D-Silva, J. (eds). *Sustainable agricultural development*. London: Springer. 99-114.

Peltzer, K. (2011) Road use behavior in sub-Saharan Africa. In: Porter, B. *Handbook of traffic psychology*. Amsterdam: Elsevier. 503-518.

Phaswana-Mafuya, N., Davids, A.S., Senekal, I. & Munyaka, S. (2011) Patient satisfaction with primary health care services in a selected district municipality of the Eastern Cape of South Africa. In: Eldin, A.B. (ed). *Modern approaches to quality control*. Croatia: Intech Open Access. 85-98.

Phaswana-Mafuya, N., Mokwena, K., Davids, A., Tabane, C. & Mkhonto, S. (2011) Towards establishing an NCD research agenda. In: Phaswana-Mafuya, N. & Tassiopoulos, D. (eds). *Non-communicable diseases (NCDs) in developing countries*. New York: Nova Science Publishers. 209-222.

Phaswana-Mafuya, N., Tassiopoulos, D., Mkhonto, S. & Davids, A. (2011) Epidemiology of chronic non-communicable diseases in low and middle income countries: a review. In: Phaswana-Mafuya, N. & Tassiopoulos, D. (eds). *Non-communicable diseases (NCDs) in developing countries*. New York: Nova Science Publishers. 1-38.

Richter, L., Chikovore, J., Makusha, T., Bhana, A., Mokomane, Z., Swartz, S. & Makiwane, M. (2011) *Fatherhood and families*. In: Department of Economic and Social Affairs Men in families and family policy in a changing world. New York: United Nations.

Rugube, L. & Matshe, I. (2011) Introduction. In: Kondlo, K. & Ejiogu, C. (eds). *Governance in the 21st century*. (Africa in Focus). Cape Town: HSRC Press. 179-187.

Seleti, Y.N. & Teffo, J.L. (2011) Introduction. In: Kondlo, K. & Ejiogu, C. (eds). *Governance in the 21st century*. (Africa in Focus). Cape Town: HSRC Press. 63-67.

Swartz, S. (2011) Introduction: the pain and the promise of moral education in sub-Saharan Africa. In: Swartz, S. & Taylor, M. (eds). *Moral education in sub-Saharan Africa: culture, economics, conflict and AIDS*. Oxon: Routledge. 1-6.

Turok, I. (2011) Limits to the mega-city region: conflicting local and regional needs. In: Neumann, M. & Hull, A. (eds). *The futures of the city region*. Oxon: Routledge. 77-94.

9. Client and other research reports not counted for ADEPTS (104)

Altman, M., Mokomane, Z., Wright, G. & Boyce, G. (2012) Policy framework on social security for youth in South Africa. (Commissioned by the Directorate of Family Benefits, National Department of Social Development, March).

Baartjies, N. (2011) South African mining sector employment forecast to 2025. (Commissioned by the National Planning Commission, Presidency, March).

Bhana, A., Peltzer, K., Phaswana-Mafuya, N., Makiwane, M., Davids, A., Mlambo, G., Bachoo, S. & Vawda, M.Y. (2011) Regional baseline survey to establish children's KAPB in relation to sexuality and gender, access to sexuality and HIV information and sexual and reproductive health services in Zambia and South Africa. (Commissioned by UNICEF Save the Children Sweden, October).

Cosser, M., Kraak, A., Winnaar, L. & FET Audit Project Team, (2011) Further Education and Training (FET) colleges at a glance in 2010: FET colleges audit: May-July 2010. (Commissioned by the National Board for Further Education and Training (NBFET), August).

Cosser, M., Mncwango, B., Twalo, T., Roodt, J. & Ngazimbi, X. (2012) Impact Assessment of National Skills Development Strategy II: impact of skills development support on small, medium and large enterprises, BEE enterprises and BEE co-operatives. (Commissioned by the Department of Labour, January).

Cosser, M., Netshitangani, T., Twalo, T., Rogers, S., Mokgatle, G., Mncwango, B., Juan, A., Taylor, T., Garisch, C. & Spies, M. (2011) Further education and training colleges in South Africa at a glance in 2010: North West: Orbit FET college. (Commissioned by the Department of Higher Education and Training, August).

Cosser, M., Netshitangani, T., Twalo, T., Rogers, S., Mokgatle, G., Mncwango, B., Juan, A., Taylor, V., Garisch, C. & Spies, M. (2011) Further education and training colleges in South Africa at a glance in 2010: Eastern Cape: Buffalo City FET college. (Commissioned by the Department of Higher Education and Training, August).

Cosser, M., Netshitangani, T., Twalo, T., Rogers, S., Mokgatle, G., Mncwango, B., Juan, A., Taylor, V., Garisch, C. & Spies, M. (2011) Further education and training colleges in South Africa at a glance in 2010: Eastern Cape: East Cape Midlands FET college. (Commissioned by the Department of Higher Education and Training, August).

Cosser, M., Netshitangani, T., Twalo, T., Rogers, S., Mokgatle, G., Mncwango, B., Juan, A., Taylor, V., Garisch, C. & Spies, M. (2011) Further education and training colleges in South Africa at a glance in 2010: Eastern Cape: Ikhalala FET college. (Commissioned by the Department of Higher Education and Training, August).

Cosser, M., Netshitangani, T., Twalo, T., Rogers, S., Mokgatle, G., Mncwango, B., Juan, A., Taylor, V., Garisch, C. & Spies, M. (2011) Further education and training colleges in South Africa at a glance in 2010: Eastern Cape: Ingwe FET college. (Commissioned by the Department of Higher Education and Training, August).

Cosser, M., Netshitangani, T., Twalo, T., Rogers, S., Mokgatle, G., Mncwango, B., Juan, A., Taylor, V., Garisch, C. & Spies, M. (2011) Further education and training colleges in South Africa at a glance in 2010: Eastern Cape: King Hintsa FET college. (Commissioned by the Department of Higher Education and Training, August).

Cosser, M., Netshitangani, T., Twalo, T., Rogers, S., Mokgatle, G., Mncwango, B., Juan, A., Taylor, V., Garisch, C. & Spies, M. (2011) Further education and training colleges in South Africa at a glance in 2010: Eastern Cape: King Sabata Dalindyebo FET college. (Commissioned by the Department of Higher Education and Training, August).

Cosser, M., Netshitangani, T., Twalo, T., Rogers, S., Mokgatle, G., Mncwango, B., Juan, A., Taylor, V., Garisch, C. & Spies, M. (2011) Further education and training colleges in South Africa at a glance in 2010: Eastern Cape: Lovedale FET college. (Commissioned by the Department of Higher Education and Training, August).

Cosser, M., Netshitangani, T., Twalo, T., Rogers, S., Mokgatle, G., Mncwango, B., Juan, A., Taylor, V., Garisch, C. & Spies, M. (2011) Further education and training colleges in South Africa at a glance in 2010: Eastern Cape: Port Elizabeth FET college. (Commissioned by the Department of Higher Education and Training, August).

Cosser, M., Netshitangani, T., Twalo, T., Rogers, S., Mokgatle, G., Mncwango, B., Juan, A., Taylor, V., Garisch, C. & Spies, M. (2011) Further education and training colleges in South Africa at a glance in 2010: Free State: Flavius Mareka FET college. (Commissioned by the Department of Higher Education and Training, August).

Cosser, M., Netshitangani, T., Twalo, T., Rogers, S., Mokgatle, G., Mncwango, B., Juan, A., Taylor, V., Garisch, C. & Spies, M. (2011) Further education and training colleges in South Africa at a glance in 2010: Free State: Goldfields FET college. (Commissioned by the Department of Higher Education and Training, August).

Cosser, M., Netshitangani, T., Twalo, T., Rogers, S., Mokgatle, G., Mncwango, B., Juan, A., Taylor, V., Garisch, C. & Spies, M. (2011) Further education and training colleges in South Africa at a glance in 2010: Western Cape: False Bay FET college. (Commissioned by the Department of Higher Education and Training, August).

Cosser, M., Netshitangani, T., Twalo, T., Rogers, S., Mokgatle, G., Mncwango, B., Juan, A., Taylor, V., Garisch, C. & Spies, M. (2011) Further education and training colleges in South Africa at a glance in 2010: Western Cape: Northlink FET college. (Commissioned by the Department of Higher Education and Training, August).

Cosser, M., Netshitangani, T., Twalo, T., Rogers, S., Mokgatle, G., Mncwango, B., Juan, A., Taylor, V., Garisch, C. & Spies, M. (2011) Further education and training colleges in South Africa at a glance in 2010: Western Cape: West Coast FET college. (Commissioned by the Department of Higher Education and Training, August).

Davids, A., Mogale, M., Kekana, Q., Naidoo, Y., Banyini, M., Shikwane, E., Tsoai, L., Setswe, G., Asmal, S., Kollipara, A., Bishop, M., Mbuya-Brown, R., Mallas, E. & Mhlanga, A. (2010) Know your HIV prevention response (KYR) analysis report for component 3: Limpopo provincial report. (Commissioned by the World Bank, November).

Davids, A., Mogale, M., Kekana, Q., Naidoo, Y., Setswe, G., Asmal, S., Kollipara, A., Bishop, M., Mbuya-Brown, R., Mallas, E., Househam, K.C., Ledwaba, J., Arendse, J.J., Newman, S., Dyeshana, M., Pienaar, D., Shaikh, N. & Qotole, M. (2010) Know your HIV prevention response (KYR) analysis report for component 3: Western Cape provincial report. (Commissioned by the World Bank, November).

Davids, A., Mogale, M., Kekana, Q., Naidoo, Y., Setswe, G., Asmal, S., Kollipara, A., Bishop, M., Mbuya-Brown, R., Mallas, E., Thekiso, B., Mazibuko, N. & Khumalo, M. (2010) Know your HIV prevention response (KYR) analysis report for component 3: Northern Cape provincial report. (Commissioned by the World Bank, November).

Davids, A.E., Mogale, M., Kekana, Q., Tsoai, L., Naidoo, D., Setswe, G., Asmal, S., Kollipara, A., Bishop, M., Mbuya-Brown, R. & Mallas, E. (2010) Know your HIV prevention response (KYR) analysis: report on the review of HIV prevention programmes in the Eastern Cape province. (Commissioned by the World Bank, November).

Diko, N., Haupt, G. & Molefe, M.R.M. (2012) Reviewing the role of the provincial and district offices in the implementation of assessment policies in the Gauteng and Western Cape provinces. (Commissioned by the Department of Basic Education, March).

Du Toit, R. (2012) Impact Assessment of National Skills Development Strategy II: the NSF as a mechanism to address skills development of the unemployed in South Africa. (Commissioned by the Department of Labour (DoL), January).

Fraser-Hurt, N., Zuma, K., Njuho, P., Chikwava, F., Slaymaker, E., Hosegood, V. & Gorgens, M. (2011) The HIV epidemic in South Africa: what do we know and how has it changed?. (Commissioned by SANAC, April).

Frempong, G., Claassen, N., Winnaar, L. & Kivilu, M. wa (2011) The 2011 grade 3 and 6 verification annual national assessment: extended technical report. (Commissioned by Department of Basic Education, October).

Gastrow, M., Kruss, G., Muller, L. & Roodt, J. (2011) Impact of networks, globalisation and their interaction with EU strategies (ENGINEUS project): research papers on "fragmentation of GINs and capacity building in the automotive, ICT and agro-processing industries". (Commissioned by the European Commission within the Seventh Framework Programme).

Goga, S. & Van der Westhuizen, C. (2012) Impact Assessment of National Skills Development Strategy II: scarce skills information dissemination: a study of the SETAs in South Africa. (Commissioned by the Department of Labour (DoL), January).

Hagg, G. (ed). (2011) Reconciling Africa's fragmented institutions of governance: a new approach to institution building. (Report on the Round Table, Sheraton Hotel, Pretoria, 4 August).

Henderson, J., Cloete, A. & Van Zyl, M. (2011) "We women are women with a different manner": sexual health of WSW in four Western Cape communities. (Commissioned by Triangle Project, December).

Janse van Rensburg, D., Visser, M., Wildschut, A., Roodt, J. & Kruss, G. (2012) Impact Assessment of National Skills Development Strategy II: a technical report on learnership and apprenticeship population databases in South Africa: patterns and shifts in skills formation. (Commissioned by the Department of Labour, January).

Kruss, G. (2011) Conceptions of higher education, development oriented social engagement and innovation in the SADC context. (Commissioned by SARUA, July).

Kruss, G., Aphane, M., Muller, L. & Manamela, A. (2011) Promoting higher education-industry partnerships and collaborations. (Commissioned by the Research and Innovation Strategy Group, Higher Education South Africa, May).

Kruss, G., Wildschut, A., Janse van Rensburg, D., Visser, M., Haupt, G. & Roodt, J. (2012) Impact Assessment of National Skills Development Strategy II: developing skills and capabilities through the learnership and apprenticeship pathway systems: synthesis report: assessing the impact of learnerships and apprenticeships under NSDSII. (Department of Labour (DoL), January).

Labadarios, D., Blankley, W., Molotja, N., Rumbelow, J., Sithole, M., Vlotman, N., Sikaka, W., Parker, S., Booyens, I., Magidimisha, H., Heath, K., Leiberum, V., Saunders, N., Sotashe, P., Sibindlana, M., Semaar, A., Siwendu, M. & Muller, L. (2011) National Survey of Research and Experimental Development: main results 2008/09. (Commissioned by the Department of Science and Technology, June).

- Lockwood, K. (2011) Employment scenarios to 2030. (Commissioned by the National Planning Commission, Presidency, August).
- Makgamatha, M.M., Moodley, M., Molefe, M.R.M. & Haupt, G. (2012) Teachers' use of the TARMII system to support teaching and learning: a pilot study. (Commissioned by the Department of Basic Education and funded by the Royal Netherlands Embassy, March).
- Makiwane, M. & Vawda, M. (2011) The fourth APSTAR evaluation report. (Commissioned by the United Nations Population Fund, November).
- Makiwane, M.B. & Chimere-Dan, D.O.D (eds). (2011) The people matter: the state of the population in the Eastern Cape. (Commissioned by the Research and Population Unit of the Eastern Cape Department of Social Development).
- Mokomane, Z. & Makoae, M. (2011) State of the African youth report. (Commissioned by the African Union Commission, May).
- Mokomane, Z. (2011) Rapid assessment of the champions for an HIV-free generation. (Commissioned by the African Comprehensive HIV/AIDS Partnership, October).
- Muller, L. & Manamela, A. (2011) Impact of networks, globalisation and their interaction with EU strategies (INGENEUS project): synthesis paper on "HRD policies and MNC subsidiaries". (Commissioned by the European Commission within the Seventh Framework Programme).
- Mummenthey, C., Kruss, G. & Wildschut, A. (2012) Impact Assessment of National Skills Development Strategy II: assessing the impact of learnerships and apprenticeships under NSDSII: three case study reports. (Commissioned by the Department of Labour (DoL), January).
- Naidoo, D., Kekana, Q., Davids, A., Ngwenya, N., Senabe, S. & Gumede, J.M. (2010) Know your HIV prevention response (KYR) analysis report for component 3: KwaZulu-Natal provincial report. (Commissioned by the World Bank, November).
- Ndinda, C., Kivilu, M. wa, Moos, A. & Jordaan, A. (2010) Policy development for the protection of indigenous knowledge databases in South Africa. (Commissioned by NIKSO and the Department of Science and Technology).
- Oosthuizen, M. (2012) Impact Assessment of National Skills Development Strategy II: the impact of work experience grants on learner placement: an investigation into the measurement of the effectiveness of work experience grants. (Commissioned by the Department of Labour, January).
- Peltzer, K., Mlambo, M., Matseke, G., Shikwane, E., Louw, J. & Kekana, Q. (2011) Report on PMTCT comprehensive community intervention package including male involvement, infant follow-up, peer support, partner violence and infant feeding in Nkangala district, Mpumalanga province. (Commissioned by the US Centers for Disease Control and Prevention (CDC), December).
- Phaswana-Mafuya, N., Chirinda, W., Hoosain, E.Y., Davids, A., Swana, Z. & Bretteny, W. (2012) Report on HIV risk factors among infants in the Joe Gqabi health district of the eastern Cape province. (Commissioned by Eastern Cape Socio Economic Consultative Council (ECSECC), March).
- Phaswana-Mafuya, N., Hoosain, E., Davids, A., Chirinda, W., Swana, Z., Mlambo, G., Guquka, L. & Rogers, S. (2012) Mid-term qualitative assessment of participants' experiences and perceptions of community dialogues as a way to discuss and affect concurrent sexual partnership practices in Lesotho: an executive summary. (Commissioned by USAID, March).
- Phaswana-Mafuya, N., Hoosain, E., Davids, A., Chirinda, W., Swana, Z., Mlambo, G., Guquka, L. & Rogers, S.J. (2012) Community dialogues as a method to discuss and reduce multiple concurrent partnerships in Lesotho. (Commissioned by USAID and C-Change, January).
- Phaswana-Mafuya, N., Hoosain, E.Y., Davids, A., Chirinda, W., Swana, Z., Mlambo, G., Guquka, L. & Rogers, S.J. (2012) Community dialogues as a method to discuss and reduce multiple concurrent partnerships in Lesotho: executive summary. (Commissioned by USAID and C-Change, January).
- Phaswana-Mafuya, N., Peltzer, K., Schneider, M., Makiwane, M., Zuma, K., Ramlagan, S., Tabane, C., Davids, A., Mbelle, N., Matseke, G. & Phaweni, K. (2012) Study of global ageing and adult health (SAGE): South Africa 2007-2008: executive summary. (Commissioned by the World Health Organisation, March).
- Pillay, P., Juan, A. & Twalo, T. (2012) Impact Assessment of National Skills Development Strategy II: measuring impact assessment of skills development on service delivery in government departments. (Commissioned by the Department of Labour (DoL), January).
- Pillay, P., Juan, A. & Twalo, T. (2012) Impact Assessment of National Skills Development Strategy II: measuring impact assessment of skills development on service delivery in government departments: appendices. (Commissioned by the Department of Labour (DoL), January).

Pillay, U., Mnguni, P., Wentzel, M., Sanchez, D., Viljoen, J., Kanyane, H., Rakate, F., Barolsky, V., Wamucii, P., Mogami, L. & Vivier, E. (2011) FIFA 2010 World Cup legacy audit: final report. (Commissioned by the Department of Sport and Recreation South Africa, May).

Prinsloo, C.H., Arends, F., Roodt, J., Erasmus, J., Mokgatle, G. & Joynt, K. (2011) An assessment of the implementation of the Employment Services of South Africa (ESSA). (Commissioned and funded by the Department of Labour (DoL), March).

Reddy, V. & Sandfort, T.G.M. (2011) Securing the voice of African men who have sex with men (MSM) within HIV & AIDS development policy and programming in eastern and southern Africa: country level reports. (Submitted to the United Nations Development Programme/United Nations Joint Programme on AIDS).

Richter, L., Biersteker, L., Burns, J., Desmond, C., Feza, N., Harrison, D., Martin, P., Saloojee, H. & Slemming, W. (2012) Diagnostic review of early childhood development. (Commissioned by the Presidency, March).

Setswe, G., Davids, A., Majaja, M., Banyini, M., Shikwane, E., Ntimba, N., Asmal, S., Kollipara, A. & Bishop, M. (2010) Know your HIV prevention response (KYR) analysis: report on the review of HIV prevention policies and programmes in the Mpumalanga province. (Commissioned by the World Bank, November).

Setswe, G., Davids, A., Majaja, M., Kekana, Q., Tsoai, L., Naidoo, Y., Kollipara, A., Bishop, M., Asmal, S., Mbuya-Brown, R. & Mallas, E. (2010) Know your HIV prevention response (KYR) analysis: report on the review of HIV prevention policies and programmes in South Africa. (Commissioned by the World Bank, November).

Setswe, G., Davids, A., Tabane, C., Floyd, E., Akpan, F., Phala, A., Asmal, S., Kollipara, A. & Bishop, M. (2010) Know your HIV prevention response (KYR) analysis: report on the review of HIV prevention policies and programmes in the Gauteng province. (Commissioned by the World Bank, November).

Setswe, G., Davids, A., Tabane, C., Matseke, G., Makonko, E., Kollipara, A., Bishop, M., Asmal, S., Mokoka, C., Molamu, S. & Mekgwe, M. (2010) Know your HIV prevention response (KYR) analysis: report on the review of HIV prevention policies and programmes in the North West province. (Commissioned by the World Bank, November).

Setswe, G., Davids, A.E., Tsoai, L., Kopa, N.M., Mpitso, T., Asmal, S., Kollipara, A. & Bishop, M. (2010) Know your HIV prevention response (KYR) analysis: report on the review of HIV prevention policies and programmes in the Free State province. (Commissioned by the World Bank, November).

Swartz, S., Naidoo, P., Bray, R., Sanger, N., Garzouzie, G., Peltzer, K., Ramlagan, S., Mlambo, M., Louw, J.S., Mchunu, G., Zuma, K., Seutlwadi, L., Tutshana, B., Matseke, G., Chirinda, W., Njuho, P. & Satekge, M. (2012) Evaluating the value that young people attach to LoveLife and investigating factors impacting the life choices and risk tolerance of youth. (Commissioned by LoveLife, February).

Wildschut, A. (2011) HWSETA case study 2011: skills development for the health and social development sectors. (Commissioned by the Department of Labour Research Project, October).

Wildschut, A., Kruss, G., Janse van Rensburg, D., Haupt, G. & Visser, M. (2012) Impact Assessment of National Skills Development Strategy II: learnerships and apprenticeships survey 2010: technical report: identifying transitions and trajectories through the learnership and apprenticeship systems. (Commissioned by the Department of Labour, February).

Wright, C. & Seager, J. (2011) Annual review of DFID strengthening South Africa's Revitalised Response to AIDS and HIV (SARRAH) programme. (Commissioned by the Department for International Development (DFID), South Africa, June).





GOVERNANCE REPORT

Governance Report

ETHICAL LEADERSHIP

The board provides effective leadership based on a principled foundation. Responsible leadership characterised by the values of responsibility, accountability, fairness and transparency has been a defining characteristic of the HSRC since its establishment in 1968.

The fundamental objective has always been to do business ethically while building a sustainable organisation that recognises the short- and long-term impact of its activities on the economy, society and the environment.

Corporate ethics

The conduct of board members and employees of the organisation is governed by the HSRC Code of Ethics and the Code of Conduct, which has been approved by the board and circulated to all employees. The HSRC Code of Ethics outlines ethical values that underpin ethical behaviour across the HSRC.

To foster implementation of the Code of Ethics and the Code of Conduct, an Anti-Corruption Strategy, which forms part of the risk management process, has been approved by the board to provide a framework for the management of ethics risks across the HSRC. The Anti-Corruption Strategy makes provision for protected disclosure of corrupt activities such as theft, fraud, dishonesty, harassment or any other unethical behaviour through the Ethics Hotline (0800 212 123) and the Fraud Hotline (0800 212 124).

The HSRC Chief Risk Officer (CRO) has been entrusted with the responsibility to facilitate management of conflict of interest's risks by ensuring that board members and eligible employees declare their business interests annually. Declared business interests are recorded in the register of interests, which is also utilised in the development of related transactions report. Declaration of interests is done at all HSRC engagements such as interviews, bid adjudication, bid evaluation and other management meetings. Any related parties transactions for the period under review are reported in the annual financial statements section of this report (disclosure Note 29).

Through its anti-corruption campaign, the HSRC has also joined the world in saying, 'No' to corruption by being part of the 'Corruption: Your No Counts' campaign and by commemorating the international anti-corruption day on 9 December every year since 2010.

In an effort to strengthen its contribution towards building an ethical South Africa, the HSRC has partnered with the Ethics Institute of South Africa (EthicsSA). This partnership puts an obligation on HSRC management to lead by example and ensure that their decisions are transparent and beyond reproach. It also provides every HSRC employee with an opportunity to pledge their commitment to prevent and combat corruption in their area of responsibility.

Research ethics and integrity

The HSRC is committed to undertake high-quality research. It has systems and structures in place to promote the responsible conduct of research, and integrates principles of research ethics and research integrity in the way research is planned, conducted and communicated.

The HSRC functions in accordance with a board-approved code of research ethics. The establishment of a research ethics committee (REC) was approved by the board in 2002. The REC aims to promote a culture of ethical conduct and research integrity in the HSRC, and reports annually to the board.

The REC was initially constituted in 2003 and is recognised as the only internal institutional review of the HSRC Board, and has a current Federalwide Assurance (FWA) registration (registration number FWA 00006347) to confirm that it complies with regulations of the US-based Department of Health and Human Services regarding the protection of human subjects. The committee is also registered with the South African National Health Research Ethics Council (NHREC No 290808-015). The NHREC is in the process of reviewing the work of all registered South African RECs, to inform decisions on the accreditation of these bodies. In February 2012, the NHREC conducted an audit of the work of the HSRC REC, regarding its formal accreditation.

The mandate of the REC is to review all HSRC research proposals from the perspective of research ethics. The research programmes within the HSRC are not allowed to execute any project until ethical clearance has been obtained. The committee grants exemption from ethical review to research meeting certain criteria, for example reviews and analysis of data that is freely available in the public domain. The REC may recognise the authority of ethics committees at other institutions to grant ethics approval for HSRC research. The REC may also review external proposals submitted by researchers not employed by or contracted to the HSRC, if they do not have access to the services of a more suitable or eligible REC in South Africa. The latter is done in accordance with approved conditions, which includes payment of a predetermined management fee.

The REC consists of internal as well as external members. Internal members are senior researchers representing all the research programmes of the HSRC, and appointed by the executive directors concerned. External members are selected based on their acknowledged expertise in required areas of work, in accordance with categories of membership required for FWA and NHREC recognition. As of 2011/2012, the REC also includes members who have the necessary experience to represent community interests. The current external members of the committee, whose term expires at the end of October 2014, are:

- Prof Doug Wassenaar (Chair) – School of Psychology, University of KwaZulu-Natal, Pietermaritzburg;
- Prof Peter Cleaton-Jones – Steve Biko Centre for Bioethics, University of Witwatersrand;
- Dr Jerome Singh – Centre for the AIDS Programme of Research in South Africa, Doris Duke Medical Research Centre, Nelson R Mandela School of Medicine, University of KwaZulu-Natal, Durban;
- Adv Ann Strode – Faculty of Law, University of KwaZulu-Natal, Pietermaritzburg;
- Prof Anne Pope – Department of Private Law, University of Cape Town;
- Ms Nicole Mamotte – UKZN/UNAIDS African AIDS Vaccine Programme’s Ethics, Law and Human Rights Collaborating Centre;
- Dr Theresa Rossouw – Faculty of Health Sciences, University of Pretoria;
- Mr Lucky Mbanjwa – community representative;
- Ms Shirley Mabusela – community representative; and
- Dr Reider Lie (International Advisor) – Professor of Bioethics, National Institutes of Health (NIH), Department of Bioethics, University of Bergen, Norway.

The REC helps to raise awareness and provides oversight of the needs and concerns of potential participants and beneficiaries of research. Members of the REC are trained to review research proposals and survey protocols to ensure that principles of autonomy, beneficence and justice are adhered to. They review the proposed approach to be followed to inform potential research participants of the purpose, potential benefits and risks of participation, and the process of obtaining informed consent from participants. The REC of the HSRC therefore serves as a guardian of the interests of people participating in research projects. It has a system in place to deal with complaints and adverse events.

Prior to written or verbal consent being sought from participants, the HSRC requires that potential research participants be handed a participant information sheet written in a language understandable to them (or guardian) detailing what the research will involve and what will be expected. This should include the following:

- Investigator introduction;
- Participation is voluntary, and refusal to participate will involve no penalty or loss of benefits to which the participant is otherwise entitled;
- The participant may discontinue participation at any time without penalty or loss of benefits;
- A brief description of the research, its duration, procedures and what the participant may expect and/or be expected to do;
- Any foreseeable risks, discomforts, side-effects or benefits; and obligation on the researcher to report statutory offences;
- Disclosure of alternatives available to the participant;
- A professional contact and the HSRC 24-hour toll-free ethics telephone number;
- An explanation regarding access to services to be provided (eg counselling) in the event of a negative participant experience; and
- The research data will be archived and used and, if appropriate, shared for secondary research purposes with due regard for the confidentiality of the participant.

Between 1 April 2011 and 31 March 2012, the REC met 10 times via video and teleconference. Approximately 60 new applications were considered of which 44 were internal to the HSRC and 16 external. Application for exemption of ethical review totalled 10. These were requested in cases of desk studies where information is in the public domain and where there are no human participants involved. There were nine requests for amendments, extensions and additions to approved studies. Such requests are mainly triggered by a change in the scope of work, extension of scope and coverage area. There were four applications for the renewal of protocols.

Five members of the REC attended an orientation-training workshop, held on 6 October 2011 at the University of KwaZulu-Natal. The workshop presenter was Professor Wassenaar, in his capacity as director of the South African Research Ethics Training Initiative (SARETI).

During 2010/2011, the HSRC Board approved a formal policy to promote research integrity across the organisation. It addresses examples of potential research misconduct, namely plagiarism, falsification and fabrication. While providing a framework for reporting and responding to allegations of misconduct, it also emphasises the importance of promoting good practice through capacity development and awareness-raising initiatives. For US-funded research, the HSRC is required to submit an annual report on cases of research misconduct reported, investigated, or acted on. The report submitted in February 2012 reflected a clean record for the year.

SUSTAINABILITY REPORT

Financial sustainability

The HSRC is a public entity and depends on continued support from government and donor institutions for its sustainability. In order to ensure that the institution maintains its 'going concern' status, management and the board is strengthening its efforts to obtain funding for longitudinal studies.

Social responsibility review

As a research institution, guided by research ethics that ensure fair treatment of human participants in research projects. The HSRC is driven by and aspires to maintain a positive social impact through its research outputs and its process of conducting research. As a social science research institution, the HSRC is a major roleplayer in the social development of South Africa, Africa and globally.

Research activities presented in this annual report, reflect the HSRC's commitment to conduct its research in a socially responsible and beneficial manner. In executing the HSRC's public-purpose research mandate, all staff members are required to be sensitive to developmental issues, and to the special needs of marginalised and vulnerable groups.

Distinctive research approach

The HSRC has been adopting extra avenues of disseminating information 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, and the distribution to high schools of the quarterly news magazine, the HSRC Review, containing accessible presentations of recent research outputs. Regular engagement with decisionmakers, including parliamentary portfolio committees, also remains a priority. Web-based dissemination strategies are increasingly receiving attention.

Community-oriented activities

Through several research projects, the HSRC has instituted initiatives aimed at addressing the developmental needs of communities. For example, community-based counsellors were appointed to ensure that people involved in research focusing on social aspects of HIV/AIDS have access to appropriate counselling and support services. Research projects involving considerable fieldwork components create employment opportunities for people serving as fieldworkers and field managers.

Voluntary giving and support from HSRC staff further supported community-oriented outreach activities during the reporting period. Examples include the Casual Day – for people with disabilities and the World AIDS Day outreach, including giving gifts to needy communities. On 6 December 2011, staff helped provide household items such as soap, toothpaste and other practical items for Eersterust Child Welfare, as well as gifts to the Atteridgeville community crèche, which were handed over during the organisation's year-end function.

Business activities

In its procurement policy and practice the HSRC is committed to the promotion of Broad-Based Black Economic Empowerment (BBBEE) and the advancement of black-owned small and medium-sized enterprises (SMEs).

Implementation of the Supply Chain Management (SCM) policies and procedures across the organisation enabled the disposal of assets and inventory in a socially responsible way.

The HSRC is involved in research capacity development through its research intern scheme, and other forms of short-term appointments. Support service units such as the HSRC Library and the HSRC Press also provide workplace experience to students.

Environmental impact review

Through its operations, the HSRC activities impact on the environment through:

- Printing of documents and research instruments;
- Travelling by car and air;
- Waste generated through activities;
- Smoke emersion from the back-up generator; and
- Electricity and water usage.

The HSRC is committed to sustainable development, and its drive to reduce its carbon footprint is consistently communicated to all staff by encouraging staff to identify ways of saving and effectively utilising resources such as energy and paper. The following table illustrates consumption of goods and services that have an impact on the environment and measures to reduce the carbon footprint:

Goods and services	Existing measures to reduce consumption
Electricity	<ul style="list-style-type: none"> • Automatically switching off lights and air conditioning units in Pretoria building afterhours using the Building Management System (BMS). • Digital control system was installed on 140 AC fan coil units on 2nd and 3rd floor to improve temperature control and reduce electricity consumption on both heating and cooling cycle. Where electronic control units are installed in the building, a saving of up to 5% in electricity consumption on air conditioning units was achieved. • Air conditioning units in the building are rippled at 10:00; 13:00 and 16:00 to ensure air conditioning units are switched off when not in use to further reduce energy consumption. Air conditioning units are also rippled off when the building reaches a pre-determined maximum demand to ensure no penalties are paid to the authorities for exceeding the building's maximum demand target. • Installed digital light control in the Auditorium 310 in order to connect to the BMS and improve energy consumption.
Waste management	<ul style="list-style-type: none"> • Used fluorescent tubes are no longer dumped at rubbish dumps but are stored until a full load is collected for recycling.
Paper	<ul style="list-style-type: none"> • Paper and boxes are collected from the HSRC buildings for recycling. • All printers have been set to print double-sided only. • HSRC publications are made available on the website and on CDs distributed to stakeholders. • Through the data curation process and the HSRC virtual library, stakeholders are provided with online access to research information.
Water	<ul style="list-style-type: none"> • Installed push type metering taps on washbasins in the building to supply approximately three seconds of water each time the tap is pushed. • The rest of hand basins in the building have been fitted with metering taps now.
Emergency standby generator	<ul style="list-style-type: none"> • Replaced unserviceable standby generator with latest generation fuel efficient and low gaseous emissions generator that significantly reduces the carbon footprint and complies with major international standards.

The following table illustrates consumption of electricity during the period under review and measures to reduce consumption over a 5-year period:

Goods and services	2011/2012 consumption KWH	Action plans to reduce consumption
Electricity	4 302 176	<p>By the end of the financial year 2013/2014, the HSRC will have installed 10 speed drives on less efficient heavy current motors to improve their efficiency and further save on electricity.</p> <p>By the end of the financial year 2012/2013, the HSRC will have installed additional 150 fan coil units on the 9th, 10th and 14th floor and fitted them with electronic control units to improve control and reduce energy consumption.</p> <p>By the end of the financial year 2012/2013, the HSRC will have installed 10 speed drives to improve efficiency of heavy current motors and reduce electricity consumption and achieve an estimated 5–7% energy saving.</p> <p>By the end of the financial year 2012/2013, the HSRC will have extended the existing building management system (BMS) with two more controllers to link more electrical systems in the building to the BMS for better control and further reduction in energy consumption.</p> <p>By the end of the financial year 2012/2013, the HSRC will have installed a digital light control in Forum 150 and connected it to the BMS to reduce energy consumption.</p>

The action plan listed in the table above has been incorporated into the performance agreements of the responsible officials and will be reported upon on a quarterly basis in line with the HSRC performance reporting procedures.

HSRC BOARD

Role and function of the HSRC Board

The board functions in accordance with the requirements of King III and within the context of the HSRC Act, the PFMA and other applicable laws, rules and codes of governance. The board is responsible for the governance of risk and information technology and has ensured that the organisation has an effective, independent audit and risk committee and an effective risk-based internal audit function. On the recommendation of the audit committee, the board has considered and approved the organisation's integrated annual report. Based on the report of the audit and risk committee written assessment, the board is satisfied that the organisation's system of internal controls is effective. The main responsibilities of the board, as set out in the board charter, are:

- Approving the strategic plan and annual performance plan, setting objectives and reviewing key risks and performance areas;
- Monitoring the implementation of board plans and strategies against a background of economic, environmental and social issues relevant to the company and international political and economic conditions, as well as the mitigation of risks by management;
- Appointing the chief executive officer and maintaining a succession plan;
- Appointing executive directors; and
- Determining overall policies and processes to ensure the integrity of the organisation's management of risk and internal control.

Structure of the HSRC Board

The Minister appoints the HSRC Board, which comprises 11 members and is led by the chairperson. All are independent, except the CEO who is an ex-officio member of the board.

As per the Act, the composition of the board is broadly representative of the demographics of South Africa and of the various sectors in the field of the human sciences. Members are appointed in their personal capacities and at least one member is a distinguished representative of the social science research community in the rest of Africa.

The term of office of the board is four years and members may be reappointed after expiry of their term. The maximum number of board members is 11 and there are currently 10 members serving on the board. Also appointed from 1 January 2012 was a board member with financial expertise, a gap that existed as identified at the board induction and strategy workshop held in April 2010. Board members as at 31 March 2012:

- Mrs P Nzimande (Chairperson)
- Prof R Hassan (Resigned in February 2012)
- Prof L Qalinge
- Prof P Zulu
- Prof A Lourens
- Prof A Sawyerr (Resigned in August 2011)
- Prof E Webster
- Dr O Shisana (CEO)
- Prof T Pillay
- Dr B Tema
- Prof E Uliana (Appointed effective from 1 January 2012)
- Prof A Olukoshi (Appointed effective from 1 January 2012)

Board meetings and attendance

Board meetings are scheduled annually in advance in line with compliance imperatives, including but not limited to the approval of the strategic plan, annual performance plan, annual financial statements and the annual report. Board members attend scheduled meetings in person or by video-conferencing at arranged sites. During the year under review, the following meetings were held by the board and its committees:

BOARD MEMBER	May 2011	August 2011	November 2011	March 2012
Mrs P Nzimande (Chairperson)	P	P	P	P
Prof R Hassan	P	A	A	A
Prof L Qalinge	P	P	P	A
Prof P Zulu	P	P	P	P
Prof A Lourens	A	P	P	P
Prof A Sawyerr (1)	A	P	N/A	N/A
Prof E Webster	P	A	A	P
Dr O Shisana (CEO)	P	P	P	P
Prof T Pillay	P	P	A	P
Dr B Tema	A	P	P	P
Prof E Uliana (2)	N/A	N/A	N/A	P
Prof A Olukoshi (2)	N/A	N/A	N/A	P

P = Present A: member absent with an apology

(1) = Member resigned as at 31 August 2011

(2) = Members appointed with effect from 1 January 2012

INDUCTION AND ORIENTATION

The new members appointed to the HSRC Board are provided with a tailor-made induction programme, which allows them an opportunity to understand the HSRC's legislative framework, its governance framework and the nature and operations of the business. Induction is provided to new board members as needed.

BOARD SECRETARIAT FUNCTION

The HSRC Board has access to the advice and services of the board secretary. Board members are also entitled to obtain independent professional advice, at the HSRC's expense, should they deem necessary. The board secretary assists the board in identifying key issues that should form the focus of their attention. The board secretary also ensures that all relevant matters are placed on agendas for discussion. The Secretariat developed the self-evaluation form for the board that was completed and approved during the reporting period.

ANNUAL BOARD EVALUATION

In terms of King III it is recommended that the HSRC Board performs an annual self evaluation to review how effectively it is achieving its key tasks. The board conducted an in-house self evaluation based on the activities for the year under review informed by the model self-evaluation questionnaire obtained from the website of the Institute of Directors Southern Africa (IoDSA).

The dimensions covered by board evaluations typically cover the following parameters: quality of information to directors on company performance; quality of papers and presentations; rigour of discussions on individual proposals; chairperson's conduct of meetings to ensure enough debate on major and contentious issues; the extent to which board committees connect with the board; processes for identifying and reviewing risks; the board's communication with shareholders and other stakeholders.

The board is satisfied that an effective evaluation was conducted of its performance. The tailored self-evaluation questionnaire which was used (based on a self-diagnostic instrument from the IoDSA) was a response to the needs of board members.

The board is satisfied that its effectiveness, structure, responsibilities, culture, processes and practices are in accordance with legislative mandate and corporate governance guidelines. The board provides strategic guidance to the organisation; and its practices add positive value to the organisation's performance.

The specific areas for improvement were identified in the report and taken up in the form of developed action plans. Further, the board identified the possible areas of improvement to the process including but not limited to: the regular utilisation of an evaluation instrument whose dimensions are selected from a broader standard set of dimensions, and which utilises a five-point or six-point scale; the occasional utilisation of a standardised (statistical validated) self-evaluation questionnaire which will enable a focus on relative standards and which will allow benchmarking against other organisations; and the validity and reliability of the evaluation instrument should be determined and specified.

BOARD COMMITTEES

Audit and risk committee

The audit and risk committee comprised three specialist external members and two members of the board. The CEO has a standing invitation to the meetings of the audit and risk committee. The deputy chief executive officers, for Research and for Operations and Capacity Enhancement also have standing invitations to the meetings of the committee. Other invitees include the chief financial officer (CFO), the chief risk officer (CRO), the directors of Human Resources, Finance and Information Technology, as well as the internal and external auditors of the HSRC. The committee is afforded the opportunity as and when required to meet without executive management.

Meeting attendance	July 2011	November 2011	February 2012
Prof A Lourens (Chairperson) (1)	N/A	P	P
Prof P Zulu (2)	P	P	P
Ms R van der Merwe (3)	N/A	P	P
Ms C Abdoll	P	P	A
Ms M Ramataboe (3)	N/A	P	P
Ms N Mthombeni (4)	P	N/A	N/A

P = Present A: member absent with an apology

(1)– Appointed with effect from 1 August 2011

(2)– Interim chairperson until 31 July 2011

(3)– Appointed with effect from 1 September 2011

(4)– Resigned with effect from 14 October 2011

Finance committee

During the year under review the board approved the disbanding of the finance committee that had comprised of one specialist external member, two members of the board (including the CEO) and two internal members, that is, the CFO and the Director of Finance. Its roles and responsibilities were added to the audit and risk committee as a way of eliminating duplications.

Human resources and remuneration committee

The committee consists of three board members, including the chairperson of the board who is the chairperson of the committee, the CEO and the Deputy CEO: Operations and Capacity Enhancement, the Deputy CEO: Research and the director of Human Resources as internal members. The CFO is invited to the committee meetings as and when required. The committee is at times at liberty to meet without executive management.

The meetings of the committee are held immediately after the board meeting and the rest of the board members are invited to attend.

Meeting attendance	May 2011	August 2011	November 2011	March 2012
Mrs P Nzimande (Chairperson)	P	P	P	P
Prof R Hassan	P	A	A	A
Prof L Qalinge	P	P	P	A
Prof P Zulu	P	P	P	P
Prof A Lourens	A	P	P	P
Prof A Sawyerr (1)	A	P	N/A	N/A
Prof E Webster	P	A	A	P
Dr O Shisana (CEO)	P	P	P	P
Prof T Pillay	P	P	A	P
Dr B Tema	A	P	P	P
Prof E Uliana (2)	N/A	N/A	N/A	P
Prof A Olukoshi (2)	N/A	N/A	N/A	P

A = Member absent with an apology

P = Present

Research committee

The research committee contributes to the development of the overall research portfolio and approach of the HSRC by engaging with management and staff around critical developments in the research arena. Members of the research committee attended and contributed to the HSRC's annual strategic planning lekgotla and the research conference. A meeting of the committee was convened during the reporting period to finalise and provide the board's recommendation on the Institutional Report 2010.

MEETING ATTENDANCE	MEETING HELD ON 21 JULY 2011
Mrs P Nzimande	P
Prof R Hassan	A
Prof L Qalinge (Chairperson)	P
Prof P Zulu	P
Prof A Lourens	A
Prof A Sawyerr	A
Prof E Webster	P
Dr O Shisana (CEO)	P
Prof T Pillay	A
Dr B Tema	P

A = Member absent with an apology

P = Present

RISK MANAGEMENT REVIEW

The HSRC's risk management framework was reviewed by the board in May 2011 and encompasses the Risk Policy, Risk Management Methodology and the HSRC Anti-Corruption Strategy. The framework has been aligned to the requirements of King III and the public sector risk management framework published by National Treasury. The responsibility for the implementation of the risk management framework was delegated to the chief risk officer, who is the custodian of the risk management framework of the HSRC.

The HSRC Board through its audit and risk committee provides oversight of risk management by reviewing management reports and providing guidance on a quarterly basis. The activities during the year under review are reported in the headings below.

Risk assessment

The HSRC recognises the importance of high-level risk assessments and the role of operational and project-related risk assessments. High-level risk assessments were conducted on the Annual Performance Plan 2011/2012 focusing on the going concern status of the HSRC and service delivery capacity; health and safety risk assessments related to the various projects and

activities were also conducted as well as information technology infrastructure risk assessments. The following top-ten risks were identified by management during the risk assessment process and during the period under review, the internal audit function performed an evaluation of the adequacy and effectiveness of the risk management strategies for the top-ten risks linked to the strategic objectives of the HSRC as follows:

RANK	RISK ID	RISK DESCRIPTION	RESIDUAL RISK RATING	INTERNAL AUDIT REMARKS ON EFFECTIVENESS OF RISK MANAGEMENT STRATEGIES
1.	R 9	Research funding liquidity: probability of loss resulting from lack of funds or reduced funds to finance a project as a result of funders cutting back on research funding.	High	Effective
2.	R 40	Disruption of utilities (electricity, water, etc): probability of disruption of power supply (load shedding), water and sanitation services.	High	Effective
3.	R 1	Retention of critical skills: inability to retain key personnel with specialist expertise and knowledge.	High	Effective
4.	R 26	Payroll fraud: probability of ghost employees being loaded on the payroll system.	High	Effective
5.	R 37	Building infrastructure deterioration: due to the age of the building structure and facilities (Pretoria), health and safety risks could emerge.	High	Effective
6.	R 36	Fire and/or explosion: a flammable or explosive atmosphere could build up if the gas connections or lines develop a leak.	High	Effective
7.	R 14	Misappropriation and abuse: probability of HSRC or project resources being used for individual benefit.	Medium	Effective
8.	R 21	Misrepresentation and falsification: probability of irregular publication of data or statistics to meet the order rather than factual presentation – falsification of data.	Medium	Effective
9.	R 22	Untraceable historical data: loss of information and compromised security.	Medium	Effective
10.	R 25	SCM fraud: probability of collusion between suppliers and employees resulting in suppliers being selected subjectively for personal benefit.	Medium	Partially satisfactory

IT GOVERNANCE

The HSRC IT department ensures that the HSRC has the appropriate levels of computing, network services and technical support to allow it to achieve its strategic aims and objectives. The IT department implements and manages the computing resources and information facilities of the HSRC to create an environment conducive to excellence in academic research and management.

IT governance framework

The IT governance framework has been developed in order to ensure that the IT function sustains the organisation's strategies and objectives and also to assist in measuring IT resources and performance. In the past financial year, the IT department completed a PricewaterhouseCoopers self-assessment on the 13th IT governance focus areas ie IT strategy and alignment, Information security, IT governance framework, IT risk assessment, IT value delivery and performance management, roles and responsibilities, compliance to laws and regulations, business continuity planning, etc and also against the seven King III governance principles.

The outcome of the King III IT governance self-assessment was compared with other organisations in the same category and the HSRC showed a higher than average maturity level. Areas of improvement were identified and a roadmap was drawn up to address these areas.

Key IT projects to support HSRC strategy

During the period under review, the following IT projects were completed to contribute to the delivery of the HSRC annual performance targets:

- Broadband connection – successfully connected to the South African National Research Network (SANReN) backbone that connects universities and public research organisations at speeds of between 1 and 10 gigabit-per-second. This broadband connectivity has substantially enhanced the ability to do international video conferencing, transfer large-scale data and also provides fast web browsing.
- IT information security – developed and reviewed information security practices, policies and standards for the organisation in order to improve the network's resistance to threats. IT awareness activities were initiated to achieve appropriate information security levels through education of internal users.
- Systems optimisation and integration – an exercise was carried out to increase productivity, lower costs and reduce duplication of systems to support the delivery of quality services.
- Virtualisation – conducted programmes to improve effectiveness, reduce the risks of IT systems outages and data loss, increase application availability, performance and business continuity and at the same time reducing the organisation cost of ownership and also minimise the impact on the environment.
- Email migration – the HSRC migrated from Lotus Notes to Microsoft Exchange on the 23rd January 2012. This migration ushered in the dawning of a new era of seamless, efficient and effective messaging system using Microsoft Hosted Exchange with Microsoft Outlook as the HSRC's new corporate email system.

LEGISLATIVE COMPLIANCE

Compliance with legislation is one of the prioritised management areas within the HSRC and in all business activities, at all times, management strive to ensure that proper procedures are followed and the policies of the HSRC are adhered to.

The CRO is tasked with the responsibility to monitor compliance with applicable prescripts and report to the CEO on the status of compliance across the institution.

Risk policy statement on compliance

Management of compliance risk forms part of the risk management process of the HSRC and is guided by the risk management policy statement which forms part of the risk management framework. One of the principles of the risk management policy statement is ensuring that risk awareness, control and compliance are embedded in the day-to-day business activities of the HSRC.

Compliance levels with top-10 applicable legislation and prescripts

During the period under review, compliance checklists were developed for the assessment of compliance with prioritised prescripts. These checklists were then translated into a compliance report indicating the number of compliance requirements, levels of compliance and highlighting improvement areas for which management have action plans and timeframes for addressing deficiencies where applicable. The compliance report as at 31 March 2012 can be summarised as follows:

NO.	SHORT NAME	FULL DESCRIPTION OF PRESCRIPT	COMPLIANCE LEVELS
1.	PFMA	Public Finance Management Act, Act 1 of 1999	100%
2.	PPPFA	Preferential Procurement Policy Framework Act, Act 5 of 2000	100%
3.	HSRC ACT	Human Sciences Research Council Act, Act 17 of 2008	100%
4.	BCEA	Basic Conditions of Employment Act, Act 75 of 1997	100%
5.	COIDA	Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993	100%
6.	IPR	Intellectual Property Rights from Publicly Financed Research and Development Act, Act 51 of 2008	100%
7.	LRA	Labour Relations Act, Act 66 of 1995	99%
8.	EEA	Employment Equity Act, Act 55 of 1998	97%
9.	KING III	King Code of Governance Principles for South Africa, 2009	97%
10.	SLA and CCSP	Private Security Industry Regulation Act, Act 56 of 2001	86%

STAKEHOLDER ENGAGEMENT

Introduction

At the latter part of 2011 a holistic stakeholder relations strategy was developed to understand the HSRC's stakeholder needs and expectations in order to ensure service excellence and to build and maintain the support and confidence of our stakeholders in the way in which we deliver on our mandate. This was also done to ensure a positive internal and external image of the HSRC whilst timeously providing relevant information and drawing stakeholder support into the HSRC programmes.

Key stakeholders

If an organisation is to survive and prosper, it must pay attention to the interest of its stakeholders. The success of communication and marketing efforts will hinge on the appropriate identification of target groups or individuals. This leads to the concept of stakeholder relationship management.

Stakeholders are those individuals or groups that have a vested interest in the performance of the HSRC and its research outputs. They have a greater influence over the long-term role and nature of the HSRC.

Included in this group are all persons at the primary point of delivery for the research outputs and have significant influence over the current business; industry partners; provincial and national government departments; international research interest groups and funders; universities and other interest groups.

The broad diversity of the group has highlighted the need for appropriate segmentation in order to address stakeholder needs efficiently.

Our primary relationships are with the following groups and individuals:

- International community (donors/funders, research institutions, foreign governments, foreign universities);
- Department of Science and Technology;
- Other government entities and Parliament (national, provincial, local);
- HSRC staff;
- HSRC Board and its subcommittees;

- Other researchers (strategic partners, customers);
- Community (NGOs, traditional leaders, women groups, churches, schools);
- Tertiary education sector (not only universities);
- Private/business sector (strategic partners and customers);
- Unions;
- The South African public;
- External and internal auditors;
- Media; and
- Other science councils.

Formal engagements already exist with these primary stakeholders at various levels and we need to build on these. Our website (<http://www.hsrc.ac.za>) is the primary vehicle for communication with stakeholders as well as providing a tool for data dissemination and use.

Stakeholder engagement

a) Engagement on sustainable development

During 2011, several key researchers within the HSRC presented research papers at several key conferences, seminars and symposia.

b) Engagement with government

In 2011, the HSRC engaged with key stakeholders in the political arena, civil society and organised business at national and provincial levels in South Africa. Regular engagement takes place with parliamentarians and with government.

c) Engagement on environmental issues

COP17 was the stand-out event around environmental concerns globally and as a result several key stakeholder events happened around this event in Durban. The HSRC hosted a seminar that was opened by the South African Science and Technology Minister, Mrs Naledi Pandor and the meeting was chaired by the HSRC's CEO, Dr Olive Shisana. A paper was delivered by Dr Peter Jacobs, from our Economic Performance and Development research programme.

Dr Peter Jacobs also participated in a DST partnership with the Institute for Poverty, Land and Agrarian Studies (PLAAS) from the University of the Western Cape (UWC) hosted by the HSRC. The title of the seminar was 'Climate change and resource-poor small farmers evidence from Limpopo'.

A scientific colloquium was held in collaboration with the DST, the HSRC, the University of Limpopo and the University of Venda on 24 October 2011 focusing on the social aspects of climate change in a rural context. The initiative was used to increase awareness of the social implications of climate change for development in the region.

d) Engagement on addressing development in Africa

The HSRC has several collaborator research initiatives with other African countries and research institutions. As mentioned elsewhere, we also appoint African research fellows within our research programmes to impart skills on knowledge.

e) Engagement with our employees

Communication to staff has improved via regular newsletters, notices on the notice boards, staff emails, video conferencing and personal interaction with staff at their workplaces. A wellness clinic, which is an initiative of the HSRC employee wellness programme, was put in place during the period under review to improve the wellbeing of HSRC staff.

f) Media relations

The HSRC during the reporting period issued 15 media statements on its website. Numerous researchers have been featured in the mainstream media. On our website, we have a section called HSRC in the News, in this section we highlight snippets reports on reports about our data. Our researchers have been featured extensively on the radio, the television and in newspapers and magazines on HSRC-related work. A dedicated HSRC team work with the media to ensure good coverage as well as ensuring dissemination of HSRC data.





**PERFORMANCE AGAINST
PREDETERMINED
OBJECTIVES**

Performance against predetermined objectives

PREDETERMINED OBJECTIVES

Strategic objectives

The mandate of the HSRC as contained in the HSRC Act has been translated into the strategic priorities of the HSRC for the period 2011/2012 to 2016/2017 and the following strategic objectives contribute to the delivery of the HSRC mandate:

A - KNOWLEDGE ADVANCEMENT	
Strategic objective 1.1	Dissemination of knowledge through public dialogue, policy briefs and publications
Objective statement	The HSRC will have disseminated knowledge by hosting public dialogue, publishing policy briefs; peer-reviewed journal articles in internationally accredited scientific journals; recognised books and book chapters with at least one HSRC researcher listed as author or co-author by the end of 2016/2017.
Strategic objective 1.2	Institutional collaboration
Objective statement	The HSRC will have created implementation networks for research projects as a means of bridging the gap between research and policy by working closely with government, universities, non-governmental organisations and donor organisations by end of the financial year 2016/2017.
D - CONTRIBUTION TO DEVELOPMENT AND SOCIAL PROGRESS IN AFRICA	
Strategic objective 2.1	Research and analysis of developmental problems to respond to the needs of marginalised groups and contribute to the improvement of their lives
Objective statement	By end of the financial year 2016/2017 the HSRC will have sourced funding and undertaken longer-term, longitudinal or cross-sectional projects providing critical data to inform planning or monitoring progress in relation to government outcomes.
Strategic objective 2.2	Promoting an African research agenda
Objective statement	The HSRC will have promoted an African research agenda through knowledge and research partnerships elsewhere in Africa and by encouraging comparative work and the involvement of expert participants and reviewers from other parts of Africa by 2016/2017.
E - ENHANCED SKILLS	
Strategic objective 3.1	Skilled and capable workforce
Objective statement	The HSRC will have provided opportunities for master's and doctoral candidates as well as postdoctoral fellows on attachment from universities to do research at the HSRC in order to grow an echelon of suitable qualified and experienced social scientists and strengthened its capacity building programme focusing on expanding the coaching skills initiative for managers; career growth and succession planning by 2016/2017.
P - PRESERVED DATA	
Strategic objective 4.1	Data curation
Objective statement	The HSRC will have expanded the number of datasets already available in the public domain and established standards for the management and preservation of research data by end of the financial year 2016/2017.
T - TRANSFORMATION	
Strategic objective 5.1	Transformation
Objective statement	By end of the financial year 2016/2017, the HSRC will have implemented strategies to improve the ongoing transformation of the organisation.

S - FINANCIAL SUSTAINABILITY	
Strategic objective 6.1	Financial sustainability
Objective statement	By end of the financial year 2016/2017, the HSRC will have developed and implemented strategies to ensure financial sustainability.

Budget

Main appropriation R'000	Adjusted appropriation R'000	Actual amount spent R'000	(Over)/Under expenditure R'000
336 334	336 334	345 952**	(9 618)
Responsible minister:	Minister Naledi Pandor		
Administering department:	Department of Science and Technology		
Accounting officer:	Dr Olive Shisana Chief Executive Officer		

**Budgeted amount exceeded due to increased research activities undertaken during the 2011/2012 financial year. This also resulted in the budgeted income surpassing the target of R336 334m to R350 533m.

PERFORMANCE HIGHLIGHTS

Publishing and knowledge dissemination

The number of peer-reviewed publications in internationally accredited scientific journals per senior researcher has increased from 1.52 in 2009/2010 to 1.68 in 2011/2012. Our annual publishing progress amounts as follows:

- HSRC scholarly books with HSRC researchers listed as author or co-author forming part of the ADEPTS: 4
- Scholarly book chapters with HSRC researchers listed as author or co-author forming part of the ADEPTS: 20
- Peer-reviewed journal articles: 96
- Policy briefs: 6

Matric results analysed

Following the publication of matric results for 2011, HSRC research leaders from the Education and Skills Development research programme were invited to comment. Many of these comments pointed to the need to analyse results from different perspectives, and to understand impacting factors. Research on factors informing access and success at university level was also featured.

Continued social science research in Africa

From 5 to 9 December 2011, we partook in the 13th General Assembly of the Council for the Development of Social Science Research in Africa (CODESRIA) held in Morocco. Participation ranged from exhibiting publications, hosting a roundtable, as well as launching the recently translated French version of *The meanings of Timbuktu*.

Strategic national health surveys launched

Further to significant funding received, the HSRC was able to start the fieldwork components of two major population-based surveys. The media spread the news about these major studies and urged members of selected communities to participate in the surveys.

The team launched the studies in Cape Town on 27 January 2012 and invited all households approached by researchers to assist in answering the important questions during interviews. The two studies were also subject to review by the HSRC Research Ethics Committee (REC) prior to their commencement.

South African HIV, behaviour and health survey bears results

The first study, funded by the US Centers for Disease Control and Prevention (CDC) in the USA, the Bill and Melinda Gates Foundation, and the United Nations Children's Fund (UNICEF), is the fourth South African National HIV, Behaviour and Health Survey. The first national study was conducted in 2002, and repeat studies were undertaken in 2005 and 2008. These studies have provided information on the course of the HIV epidemic in South Africa.

The focus of the South African National HIV, Behaviour and Health Survey has been expanded to include a wide range of health information including the health of infants and mothers, child health, and emerging interventions such as male circumcision. It also addresses issues such as psychological health and behavioural risk like alcohol and drug abuse.

South African health and nutrition survey assessment

The second survey, the South African National Health and Nutrition Examination Survey (SANHANES), funded by the South African Department of Health and the United Kingdom's Department for International Development (DFID), is the first of its kind conducted in South Africa, and is similar to health and nutrition examination surveys carried out on a regular basis in countries like the United States, Japan, China, Canada and countries in Europe. SANHANES is designed to assess the health and nutritional status of adults and children. The survey is unique in that it combines interviews in households with physical examinations in mobile clinics and blood analyses in laboratories. The results of these studies will support the Department of Health's indicators and inform policymakers about the health and nutritional status of people in our country.

Science and technology evaluated

We also hosted a delegation from the French parliamentary office for evaluation of scientific and technological options (OPECST). South Africa was visited as part of their research on innovation in the face of fears and risks, presented to the OPECST in January 2012.

Intercontinental collaboration

French research contribution gains recognition

On 14 February 2012, the HSRC attended an event hosted by the French ambassador in Cape Town. This event coincided with the opening of Parliament and brought together all stakeholders. The translated French edition of *The meanings of Timbuktu* was handed over to the ambassador recognising the financial support received from the French Embassy in South Africa for the translation.

Zambian study of our research impacts

On 16 February 2012, our CEO hosted two members of the Zambian ruling party. They observed research institutions and how research outputs influence impact and policy. The HSRC was selected to provide views on ways of monitoring and evaluating progress.

Timbuktu science workshop continues Mali engagement

On 6 March 2012, we participated in the Department of Science and Technology (DST) and the National Research Foundation (NRF) hosted workshop on Timbuktu science. The objectives of the workshop was to:

- Take stock of achievements and decide on the next steps to ensure progress;
- Improve coordination between various stakeholders;
- Develop mechanisms of consolidating the support;
- Align projects conducted on manuscripts; and
- Prepare for the visit to Mali planned for 2012.

Setting the benchmark on research ethics

On 16 March 2012, a delegation from the Botswana Ministry of Health visited us to study work done by our Research Ethics Committee (REC). The visit to the HSRC formed part of a visit to a number of institutions in South Africa. They regarded the visit as a benchmarking exercise aimed at understanding our REC business method.

Revenue and expenditure

Collection of institutional revenue

Classification	2008/2009 Actual R'000	2009/2010 Actual R'000	2010/2011 Actual R'000	2011/2012 Budget R'000	2011/2012 Actual R'000	% deviation from budget
Tax revenue						
Research revenue	150 594	152 105	124 097	140 000	143 052	2%
Non-tax revenue						
Parliamentary grant	140 334	147 970	170 434	180 850	180 850	0%
Sales of capital assets						
Other operating revenue	31 532	36 974	25 176	15 484	26 631	72%
TOTAL INSTITUTIONAL RECEIPTS	322 460	337 049	319 707	336 334	350 533	4%

Expenditure

Income from the parliamentary grant has been growing very modestly at around 7% a year. The rest of the income came from donor funding which was subject to the vagaries of economic fundamentals of world markets, and has been fluctuating from year to year.

Long-term strategic planning and the achievement of objectives and performance targets identified by the HSRC are dependent on obtaining sufficient levels of funding.

The HSRC received R180 850 000 funding via the MTEF, but is dependent on further income from external sources to meet all budgetary obligations; because the MTEF allocation does not sufficiently fund the mandate of the HSRC.

Economic classification	2008/2009 Actual R'000	2009/2010 Actual R'000	2010/2011 Actual R'000	2011/2012 Budget R'000	2011/2012 Actual R'000	(Over)/ Under expenditure
Current payments	327 492	339 722	319 088	336 334	345 952	(3%)
Compensation of employees	132 543	154 439	164 596	173 475	170 907	1%
Goods and services	179 068	168 322	140 347	157 387	163 936	(4%)
Communication	12 483	8 356	8 360	9 873	9 412	5%
Computer services	-	-	-	-	-	-
Consultants, contractors and special services	45 748	12 305	11 713	22 509	5 246	77%
Inventory	-	-	-	-	-	-
Maintenance, repairs and running costs	8 553	11 813	11 999	7 400	13 223	(79%)
Operating leases	8 108	6 136	5 976	3 889	5 818	(49%)
Travel and subsistence	-	4 158	3 821	4 358	4 441	(2%)
Research costs	77 655	88 263	74 084	76 813	93 269	(21%)
Other operating costs	26 521	37 291	24 394	32 545	32 527	-

Economic classification	2008/2009 Actual R'000	2009/2010 Actual R'000	2010/2011 Actual R'000	2011/2012 Budget R'000	2011/2012 Actual R'000	(Over)/ Under expenditure
Other costs	15 881	16 961	14 145	5 472	11 109	(103%)
Depreciation	9 447	12 859	10 414	3 972	12 371	(211%)
Interest and rent on land	2 713	2 483	1 524	1 500	1 595	(6%)
Financial transactions in assets and liabilities	3 721	1 619	2 207	-	(2 857)	(100%)
TOTAL	327 492	339 722	319 088	336 334	345 952	(3%)

Capital investment, maintenance and asset management plan

Capital investment

HSRC-owned building: maintenance and upgrading costs

The HSRC moved into its own building in Pretorius Street, Pretoria, in 1987. This ageing, multi-storey building is in need of ongoing maintenance and upgrading. Some maintenance and upgrading projects are critical from an occupational health and safety perspective. The HSRC commissioned a due diligence study on maintenance requirements for the building and equipment in 2007. Based on recommendations by the experts as well as recent experience with equipment failures, the HSRC needs to repair or replace critical structures or equipment in the building within the next financial year.

Without capital expenditure (CAPEX) funds from Treasury, or other forms of financial or in-kind support arranged for urgent and essential maintenance and upgrading, the HSRC building is deteriorating to dangerous levels, posing a risk to business continuity in the HSRC, as well as to the health and safety of HSRC staff members, other occupants (notably from the Department of Social Development) and visitors to the building.

The following table summarises the HSRC building maintenance and upgrading requirements:

Description	Estimated cost R'000	Estimated completion date
Replacement of the uninterruptable power supply (UPS) system.	1 000	31 March 2013
Replacement of the heating, ventilation and air conditioning (HVAC) system.	9 000	31 March 2015
Replace outdated and unreliable fire evacuation system (FES).	800	31 March 2013
Replacement of ageing and unreliable domestic, sewerage, storm water pumps and water reticulation system (WRS).	270	31 April 2014
Upgrade of lifts control gear and other related parts, replacement of electronic control lift, obsolete components and switch gear and improve reliability.	6 525	31 March 2015
Total	17 595	

Asset management

The HSRC closed the financial year with an asset book amounting to R182 259 000 for property, plant and equipment and intangible assets amounted to R5 771 000. Property, plant and equipment has the following classes of assets:

- Land and building;
- Artwork;
- Office furniture and equipment;
- Medical equipment;
- Computer equipment and software; and
- Motor vehicles.

When compared to the previous financial year there has been a net growth of R6.3 million in the carrying amount of all our assets as noted above and this is largely attributed to the increase in the number of projects undertaken during the 2011/2012 financial year as some projects required capitalisation for them to be undertaken successfully. The HSRC uses Assetware as the assets system that is a sub-ledger to the main general ledger (ACCPAC). All movements within the sub-ledger are integrated monthly into the main ledger with all reconciliations performed on a monthly basis. Assets verifications are performed biannually with results of the verification, confirming existence and completeness updated into the Assets register as and when completed. In addition assets utilisation is also assessed and impairment or disposals effected for all redundant assets.

A significant portion of our net carrying amount of assets is land and buildings for the premises situated in our Pretoria offices. The HSRC owns the building, which is a 14-storey building, a part of which is leased to the Department of Social Development through the Department of Public Works. A revaluation was performed during the just-ended financial year and the building now has a market value of R166 million. Rental received from Department of Social Development amounted to R16.3 million (2011: R15.9 million) and most of this money is in turn used to offset repairs and maintenance costs on the building and other regional offices. The HSRC incurred R8.1 million (2011: R7.2 million) in repairs and maintenance costs, whilst an additional R5 million (2011: R4.7 million) was spent on property taxes and municipal rates.

Performance against targets

This section presents significant achievements against the performance targets outlined in the HSRC Annual Performance Plan for 2011/2012 financial year by providing performance highlights and significant performance outputs.

The following report shows overall progress made in achieving the strategic performance indicators agreed upon for the period under review. Actual performance against ADEPTS indicators can be summarised as follows:

A-Advance	100% (Achieved 14 out of 14)
D-Develop	79% (Achieved 31 out of 39)
E-Enhance	75% (Achieved 3 out of 4)
P-Preserve	136% (Preserved 19 datasets)
T-Transform	80% (Achieved 4 out of 5)
S-Sustain	80% (Achieved 4 out of 5)

PERFORMANCE AGAINST THE STRATEGIC PERFORMANCE INDICATORS

Strategic goals	Strategic objectives	Performance indicators	Actual performance against targets		Remarks
			Target	Actual	
<p>A - Knowledge Advancement</p> <p>Goal statement 1: The HSRC will have advanced social sciences and humanities for public use by contributing to global knowledge generation and dissemination through scientific publications, seminars and institutional linkages by end of the 2016/2017 financial year.</p>	<p>Strategic objective 1.1. Dissemination of knowledge through public dialogue, policy briefs and publications.</p> <p>Objective statement: The HSRC will have disseminated knowledge by hosting public dialogue, publishing policy briefs; peer-reviewed journal articles in internationally accredited scientific journals; recognised books and book chapters with at least one HSRC researcher listed as author or co-author by the end of 2016/2017.</p>	1. The number of peer-reviewed publications in an internationally accredited scientific journal, per senior researcher (SRS/SRM and above) during the period under review.	1.5	1.68 (96 articles by 57 senior researchers)	Annual target exceeded.
		2. The number of article writing workshops conducted during the period under review.	1	1	Annual target achieved.
		3. The number of recognised books with at least one HSRC researcher listed as author or co-author, published during the period under review.	2	4	Annual target exceeded.
		4. The number of prospective author workshops convened during the period under review.	1	1	Annual target achieved.

PERFORMANCE AGAINST THE STRATEGIC PERFORMANCE INDICATORS
(CONTINUES)

Strategic goals	Strategic objectives	Performance indicators	Actual performance against targets		Remarks
			Target	Actual	
		5. The number of recognised book chapters with at least one HSRC researcher listed as author or co-author, published during the period under review.	10	20	Annual target exceeded.
		6. The number of reports produced during the period under review.	1	1	Annual target achieved.
		7. The number of international conferences convened during the year under review.	1	2	Annual target exceeded.
		8. The number of human and social dynamics (HSD) science and policy seminars convened during the year under review.	8	8	Annual target achieved.
		9. The number of HSRC research seminars hosted during the year under review.	40	40	Annual target achieved.
		10. The number of policy briefs produced and published by the HSRC during the period under review.	6	6	Annual target achieved.
		11. The number of reports on Rapid Evidence Assessment (REA) produced during the year under review.	1	1	Annual target achieved.
		12. The number of HSRC Review publications produced during the year under review.	4	4	Annual target achieved.
		13. The number of From Policy to Action newsletters published during the period under review.	5	5	Annual target achieved.

PERFORMANCE AGAINST THE STRATEGIC PERFORMANCE INDICATORS
(CONTINUES)

Strategic goals	Strategic objectives	Performance indicators	Actual performance against targets		Remarks
			Target	Actual	
	<p>Strategic objective 1.2. Institutional collaboration</p> <p>Objective statement: The HSRC will have created implementation networks for research projects as a means of bridging the gap between research and policy by working closely with government, universities, non-governmental organisations and donor organisations by end of the financial year 2016/2017.</p>	14. The number of active Memoranda of Understanding (MoUs) with other research institutions or associations in place during the period under review.	6	25	Annual target exceeded.
<p>D - Contribution to Development and social progress in Africa.</p> <p>Goal statement 2: The HSRC will have contributed to the development and social progress in Africa through knowledge and research partnerships elsewhere in Africa by end of the financial year 2016/2017.</p>	<p>Strategic objective 2.1. Research and analysis of developmental problems to respond to the needs of marginalised groups and contribute to the improvement of their lives.</p> <p>Objective statement: By end of the financial year 2016/2017 the HSRC will have sourced funding and undertaken longer-term, longitudinal or cross-sectional projects providing critical data to inform planning or monitoring progress in relation to government outcomes.</p>	15. The number of TIMSS reports produced during the period under review.	1	1	Annual target achieved.
		16. The number of TIMSS surveys conducted during the period under review.	2	4	Annual target exceeded.
		17. The number of Birth to Twenty reports produced during the period under review.	1	1	Annual target achieved.
		18. The number of Birth to Twenty surveys conducted during the period under review.	1	0	The project was moved to the University of the Witwatersrand.
		19. The number of South African National HIV, Behavioural and Health Survey reports produced during the period under review.	3	0	The project could not be completed on time due to restrictions on usage of resources by the funder.

PERFORMANCE AGAINST THE STRATEGIC PERFORMANCE INDICATORS
(CONTINUES)

Strategic goals	Strategic objectives	Performance indicators	Actual performance against targets		Remarks
			Target	Actual	
		20. The number of South African Social Attitudes Survey (SASAS) reports produced during the period under review.	1	7	Annual target exceeded.
		21. The number of South African Social Attitudes Survey (SASAS) surveys conducted during the period under review.	1	1	Annual target achieved.
		22. The number of South African National Health and Nutrition Examination Survey (SANHANES) reports produced during the period under review.	1	1	Annual target achieved.
		23. The number of South African National Health and Nutrition Examination Survey (SANHANES) surveys conducted during the period under review.	1	3	Annual target exceeded.
		24. The number of R&D; Innovation and Biotechnology surveys reports produced during the period under review.	1	1	Annual target achieved.
		25. The number of R&D; Innovation and Biotechnology surveys conducted during the period under review.	1	1	Annual target achieved.
		26. The number of reports produced on assessment of impact of R&D and Innovation during the period under review.	1	1	Annual target achieved.
		27. The number of reports on Support for Youth Employment produced during the period under review.	1	1	Annual target achieved.

PERFORMANCE AGAINST THE STRATEGIC PERFORMANCE INDICATORS
(CONTINUES)

Strategic goals	Strategic objectives	Performance indicators	Actual performance against targets		Remarks
			Target	Actual	
		28. The number of reports produced on National Skills Development during the period under review.	1	1	Annual target achieved.
		29. The number of surveys conducted on National Skills Development during the period under review.	1	1	Annual target achieved.
		30. The number of reports produced on Changing Spatial Economy during the period under review.	1	1	Annual target achieved.
		31. The number of surveys conducted on Changing Spatial Economy during the period under review.	1	1	Annual target achieved.
		32. The number of reports produced on municipal performance during the period under review.	1	1	Annual target achieved.
		33. The number of surveys conducted on municipal performance during the period under review.	1	1	Annual target achieved.
		34. The number of surveys conducted on strategies for job creation during the period under review.	1	1	Annual target achieved.
		35. The number of reports produced on Africa's institutions of governance during the period under review.	1	2	Annual target exceeded.
		36. The number of surveys conducted on Africa's institutions of governance during the period under review.	1	0	Loss of critical skills - required expertise not available when needed resulted in this target not being achieved.

PERFORMANCE AGAINST THE STRATEGIC PERFORMANCE INDICATORS
(CONTINUES)

Strategic goals	Strategic objectives	Performance indicators	Actual performance against targets		Remarks
			Target	Actual	
		37. The number of reports produced on state-owned enterprises during the period under review.	1	1	Annual target achieved.
		38. The number of surveys conducted on state-owned enterprises during the period under review.	1	1	Annual target achieved.
		39. The number of reports produced on informal sector innovation activity during the period under review.	1	0	There were delays in obtaining funding and finalising project specifications with stakeholders.
		40. The number of reports produced on women's reproductive health during the period under review.	1	1	Annual target achieved.
		41. The number of reports produced on the self-help wellness programme during the period under review.	1	1	Annual target achieved.
		42. The number of reports produced on health inequalities among people with TB during the period under review.	1	0	There were delays in obtaining funding and finalising project specifications with stakeholders.
		43. The number of reports produced on the African Taskforce on Obesity Research (AfriTOR) during the period under review.	1	0	Loss of critical skills – required expertise not available when needed for the project.
		44. The number of reports produced on the Strengthening the Youth's Life Experience (STYLE) HIV prevention programme during the period under review.	1	0	Project could not be completed on time because funding for the project was delayed.

PERFORMANCE AGAINST THE STRATEGIC PERFORMANCE INDICATORS
(CONTINUES)

Strategic goals	Strategic objectives	Performance indicators	Actual performance against targets		Remarks
			Target	Actual	
		45. The number of surveys conducted on the Strengthening the Youth's Life Experience (STYLE) HIV prevention programme during the period under review.	1	0	Project could not be completed on time because funding for the project was delayed.
		46. The number of reports produced on alcohol use disorders among TB patients during the period under review.	1	1	Annual target achieved.
		47. The number of surveys conducted on alcohol use disorders among TB patients during the period under review.	1	1	Annual target achieved.
		48. The number of surveys conducted on Sports and Recreation of South Africa (SRSA) schools sports programme during the period under review.	1	1	Annual target achieved.
		49. The number of reports produced on Knowledge-based Economy (KBE) during the period under review.	1	1	Annual target achieved.
	Strategic objective 2.2. Promoting an African research agenda	50. The number of international conferences attended.	2	13	Annual target exceeded.
	Objective statement: The HSRC will have promoted an African research agenda through knowledge and research partnerships elsewhere in Africa and by encouraging comparative work and the involvement of expert participants and reviewers from other parts of Africa by 2016/2017.	51. The number of research fellows from elsewhere in Africa at the HSRC.	7	7	Annual target achieved.
		52. The percentage of completed work in the development of policies on recruitment African Research Fellows.	100%	100%	Annual target achieved.
		53. The number of Africa conferences where HSRC researchers presented papers.	6	10	Annual target exceeded.

PERFORMANCE AGAINST THE STRATEGIC PERFORMANCE INDICATORS
(CONTINUES)

Strategic goals	Strategic objectives	Performance indicators	Actual performance against targets		Remarks
			Target	Actual	
<p>E- Enhanced skills</p> <p>Goal statement 3: By the end of 2016/2017 the HSRC will have contributed to the development of a skilled and capable workforce in the Republic and elsewhere in Africa.</p>	<p>Strategic objective 3.1. Skilled and capable workforce</p> <p>Objective statement: The HSRC will have provided opportunities for master's and doctoral candidates as well as postdoctoral fellows on attachment from universities to do research at the HSRC in order to grow an echelon of suitable, qualified and experienced social scientists and strengthened its capacity building programme focusing on expanding the coaching skills initiative for managers; career growth and succession planning by 2016/2017.</p>	54. The number of interns (research trainees) enrolled in a master's programme, appointed at the HSRC.	34	38	Annual target exceeded.
		55. The number of interns (research trainees) enrolled in a PhD programme, appointed at the HSRC.	25	38	Annual target exceeded.
		56. The number of postdoctoral fellows (research associates) appointed at the HSRC.	22	17	Recruitment started late and we were not successful in attracting the required number of postdoctoral fellows due to tight competition with universities.
		57. Norms and standards for postdoctoral document finalised and approved.	100%	100%	Annual target achieved.
<p>P- Preserved data</p> <p>Goal statement 4: The HSRC will have preserved datasets from data collected by HSRC researchers and share it with others for further analysis by end of the fiscal year 2016/2017.</p>	<p>Strategic objective 4.1. Preserved data</p> <p>Objective statement: The HSRC will have expanded the number of datasets already available in the public domain and established standards for the management and preservation of research data by end of the financial year 2016/2017.</p>	58. The number of HSRC datasets that were preserved (archived/curated) during the period under review.	14	19	Annual target exceeded.

PERFORMANCE AGAINST THE STRATEGIC PERFORMANCE INDICATORS
(CONTINUES)

Strategic goals	Strategic objectives	Performance indicators	Actual performance against targets		Remarks
			Target	Actual	
<p>T- Transformation</p> <p>Goal statement 5: By the end of the 2015/2016 financial year the HSRC will have transformed at senior level to reflect the national demographic composition with respect to race and gender.</p>	<p>Strategic objective 5.1. Transformation</p> <p>Objective statement: By end of the financial year 2016/2017, the HSRC will have implemented strategies to improve the ongoing transformation of the organisation.</p>	59. The percentage of all researchers at senior level (SRS/SRM and above) who are African.	48%	43.86% (25 out of 57)	Loss of critical skills resulted in this target not being achieved. We are strengthening our staff retention initiatives to keep high performing staff in the organisation.
		60. Annual employment equity report to Department of Labour.	100%	100%	Annual target achieved.
		61. Quarterly employment equity reports to the HSRC Board.	4	4	Annual target achieved.
		62. The number of diversity awareness events hosted during the year under review.	1	1	Annual target achieved.
		63. The number of gender awareness events hosted during the year under review.	1	1	Annual target achieved.

PERFORMANCE AGAINST THE STRATEGIC PERFORMANCE INDICATORS
(CONTINUES)

Strategic goals	Strategic objectives	Performance indicators	Actual performance against targets		Remarks
			Target	Actual	
<p>S - Financial Sustainability</p> <p>Goal statement 6: By the end of the 2015/2016 financial year the HSRC will have achieved financial sustainability.</p>	<p>Strategic objective 6.1. Financial sustainability</p> <p>Objective statement: By end of the financial year 2016/2017, the HSRC will have developed and implemented strategies to ensure financial sustainability.</p>	64. The percentage of total income that is extra-parliamentary.	40%	48% (R169 685m/ R350 535m)	Annual target exceeded.
		65. The percentage of research grants that are multi-year (at least three years).	46%	44% (31 out of 71)	A number of submitted proposals for multi-year research projects were not successful.
		66. The percentage of officials attending the anti-corruption campaign.	25%	92%	Annual target exceeded.
		67. The percentage of eligible officials who have declared their interests.	60%	71%	An electronic declaration of interests system was introduced and increased the rate of submission of declaration forms.
		68. The number of compliance reports presented and approved.	2	2	Annual target achieved.

PERFORMANCE TARGETS 2012/2013–2016/2017

Description	Target 12/13	Target 13/14	Target 14/15	Target 15/16	Target 16/17	
Objective 1.1	Dissemination of knowledge through public dialogue, policy briefs and publications					
Objective statement:	The HSRC will have disseminated knowledge by hosting public dialogue, publishing policy briefs; peer-reviewed journal articles in internationally accredited scientific journals; recognised books and book chapters with at least one HSRC researcher listed as author or co-author by the end of 2016/2017.					
Technical indicator 1	The number of peer-reviewed publications in an internationally accredited scientific journal, per senior researcher (SRS/SRM and above) during the period under review.	1.6	1.7	1.8	1.9	2
New indicator	The number of article writing workshops conducted during the period under review.	-	-	-	-	-
Technical indicator 2	The number of recognised books with at least one HSRC researcher listed as author or co-author, published during the period under review.	5	5	7	8	10
New indicator	The number of prospective author workshops convened during the period under review.	-	-	-	-	-
Technical indicator 14	The number of recognised book chapters with at least one HSRC researcher listed as author or co-author, published during the period under review.	13	13	16	18	20
New indicator	The number of reports produced during the period under review.	-	-	-	-	-
New indicator	The number of international conferences convened during the year under review.	-	-	-	-	-
Technical indicator 3	The number of human and social dynamics (HSD) science and policy seminars convened during the year under review.	8	8	-	-	-
New indicator	The number of HSRC research seminars hosted during the year under review.	40	40	40	40	40
Technical indicator 5	The number of policy briefs produced and published by the HSRC during the period under review.	10	14	20	28	36
New indicator	The number of reports on Rapid Evidence Assessment (REA) produced during the year under review.	2	2	4	4	5
New indicator	The number of titles published under the new imprint.	-	5	10	15	20
New indicator	The number of HSRC Review publications produced during the year under review.	4	4	4	4	4
New indicator	The number of From Policy to Action newsletters published during the period under review.	5	5	5	5	5
Objective 1.2	Institutional collaboration					
Objective statement:	The HSRC will have created implementation networks for research projects as a means of bridging the gap between research and policy by working closely with government, universities, non-governmental organisations and donor organisations by end of the financial year 2016/2017.					
Technical indicator 9	The number of active Memoranda of Understanding (MoUs) with other research institutions or associations in place during the period under review.	12	18	20	-	-

PERFORMANCE TARGETS 2012/2013–2016/2017
(CONTINUES)

Objective 2.1	Research and analysis of developmental problems to respond to the needs of marginalised groups and contribute to the improvement of their lives					
Objective statement:	By the end of the financial year 2016/2017 the HSRC will have sourced funding and undertaken longer-term, longitudinal or cross-sectional projects providing critical data to inform planning or monitoring progress in relation to government outcomes.					
New indicator	The number of Trends in International Mathematics and Science Study (TIMSS) reports produced during the period under review.	2	2	2	1	2
New indicator	The number of Trends in International Mathematics and Science Study (TIMSS) surveys conducted during the period under review.	2	1	1	2	2
New indicator	The number South African National HIV, Behaviour and Health Survey reports produced during the period under review.	-	-	2	-	-
New indicator	The number of South African National HIV, Behaviour and Health Surveys conducted during the period under review.	-	1	-	1	-
New indicator	The number of South African Social Attitudes Survey (SASAS) reports produced during the period under review.	1	1	1	1	1
New indicator	The number of South African Social Attitudes Survey (SASAS) surveys conducted during the period under review.	1	1	1	1	-
New indicator	The number of South African National Health and Nutrition Examination Survey (SANHANES) reports produced during the period under review.	1	-	-	-	-
New indicator	The number of South African National Health and Nutrition Examination Survey (SANHANES) surveys conducted during the period under review.	-	-	-	-	-
New indicator	The number of R&D; Innovation and Biotechnology surveys reports produced during the period under review.	1	1	1	1	1
New indicator	The number of R&D; Innovation and Biotechnology surveys conducted during the period under review.	1	1	1	1	1
New indicator	The number of reports produced on assessment of impact of R&D and Innovation during the period under review.	1	1	1	1	1
New indicator	The number of surveys conducted on assessment of impact of R&D and Innovation during the period under review.	1	1	1	1	1
New indicator	The number of reports on Support for Youth Employment produced during the period under review.	1	1	1	-	-
New indicator	The number of reports produced on National Skills Development during the period under review.	1	1	1	1	1
New indicator	The number of surveys conducted on National Skills Development during the period under review.	1	1	1	1	1
New indicator	The number of reports produced on Changing Spatial Economy during the period under review.	-	-	-	-	-

PERFORMANCE TARGETS 2012/2013–2016/2017
(CONTINUES)

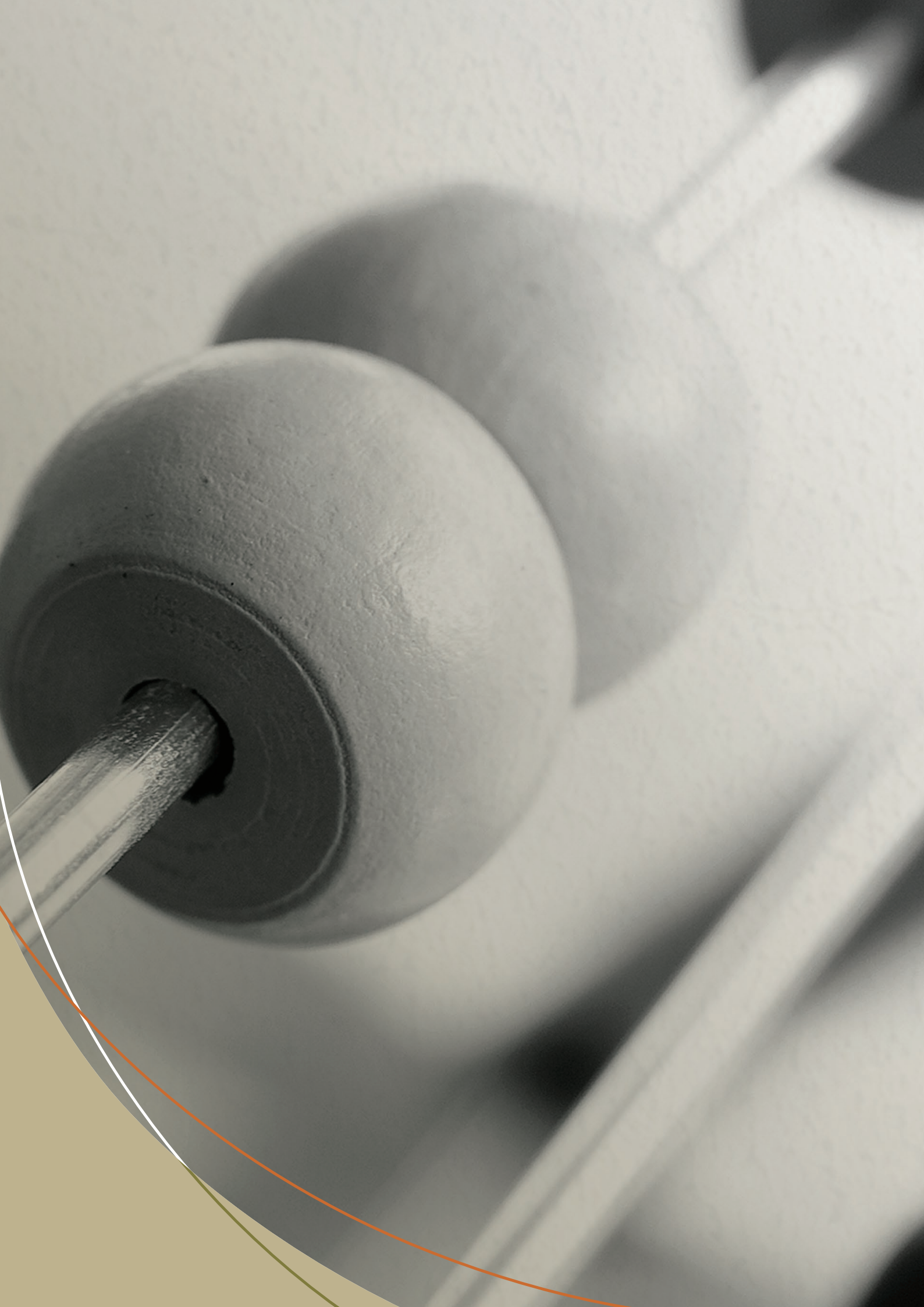
New indicator	The number of surveys conducted on Changing Spatial Economy during the period under review.	-	-	-	-	-
New indicator	The number of reports produced on municipal performance during the period under review.	-	-	-	-	-
New indicator	The number of surveys conducted on municipal performance during the period under review.	-	-	-	-	-
New indicator	The number of reports produced on strategies for job creation during the period under review.	1	1	3	1	-
New indicator	The number of surveys conducted on strategies for job creation during the period under review.	-	1	-	1	-
New indicator	The number of reports produced on Africa's institutions of governance during the period under review.	-	-	-	-	-
New indicator	The number of surveys conducted on Africa's institutions of governance during the period under review.	-	-	-	-	-
New indicator	The number of reports produced on state-owned enterprises during the period under review.	-	-	-	-	-
New indicator	The number of surveys conducted on state-owned enterprises during the period under review.	-	-	-	-	-
New indicator	The number of reports produced on informal sector innovation activity during the period under review.	1	1	1	1	1
New indicator	The number of surveys conducted on informal sector innovation activity during the period under review.	1	1	1	1	-
New indicator	The number of reports produced on women's reproductive health during the period under review.	2	1	1	1	1
New indicator	The number of surveys conducted on women's reproductive health during the period under review.	1	-	-	1	1
New indicator	The number of reports produced on the self-help wellness programme during the period under review.	1	1	1	-	-
New indicator	The number of reports produced on health inequalities among people with TB during the period under review.	1	1	-	-	-
New indicator	The number of reports produced on the African Taskforce on Obesity Research (AfriTOR) during the period under review.	1	1	-	-	-
New indicator	The number of reports produced on health inequalities in South Africa during the period under review.	-	-	-	-	1
New indicator	The number of reports produced on the Strengthening the Youth's Life Experience (STYLE) HIV prevention programme during the period under review.	1	1	-	-	-

PERFORMANCE TARGETS 2012/2013–2016/2017
(CONTINUES)

New indicator	The number of surveys conducted on the Strengthening the Youth's Life Experience (STYLE) HIV prevention programme during the period under review.	1	1	1	-	-
New indicator	The number of reports produced on alcohol use disorders among TB patients during the period under review.	1	-	-	-	-
New indicator	The number of surveys conducted on alcohol use disorders among TB patients during the period under review.	-	-	-	-	-
New indicator	The number of reports produced on the health of educators in public schools and FET during the period under review.	5	5	-	-	-
New indicator	The number of surveys conducted on the health of educators in public schools and FET during the period under review.	1	-	-	-	-
New indicator	The number of reports produced on land reform and urbanisation during the period under review.	1	1	-	-	-
New indicator	The number of surveys conducted land reform and urbanisation during the period under review.	-	1	1	-	-
New indicator	The number of reports produced on national reconciliation and transformation during the period under review.	-	-	-	-	1
New indicator	The number of surveys conducted on national reconciliation and transformation during the period under review.	1	1	1	1	-
New indicator	The number of reports produced on Sports and Recreation of South Africa (SRSA) schools sports programme during the period under review.	1	2	-	-	-
New indicator	The number of surveys conducted on Sports and Recreation of South Africa (SRSA) schools sports programme during the period under review.	1	2	-	-	-
New indicator	The number of surveys conducted on human and social sciences in the Global South during the period under review.	-	1	-	-	-
New indicator	The number of reports produced on Knowledge-based Economy (KBE) during the period under review.	1	1	1	1	1
Objective 2.2	Promoting an African research agenda					
Objective statement:	The HSRC will have promoted an African research agenda through knowledge and research partnerships elsewhere in Africa and by encouraging comparative work and the involvement of expert participants and reviewers from other parts of Africa by 2016/2017.					
New indicator	The number of international conferences attended.	-	-	-	-	-
Technical indicator 4	The number of research fellows from elsewhere in Africa at the HSRC.	7	7	9	11	13
New indicator	The percentage of completed work in the development of policies on recruitment African Research Fellows.	-	-	-	-	-
New indicator	The number of Africa conferences where HSRC researchers presented papers.	-	-	-	-	-

PERFORMANCE TARGETS 2012/2013-2016/2017
(CONTINUES)

Objective 3.1	Skilled and capable workforce					
Objective statement:	The HSRC will have provided opportunities for master's and doctoral candidates as well as postdoctoral fellows on attachment from universities to do research at the HSRC in order to grow an echelon of suitable qualified and experienced social scientists and strengthened its capacity building programme focusing on expanding the coaching skills initiative for managers; career growth and succession planning by 2016/2017.					
Technical indicator 6	The number of interns (research trainees) enrolled in a master's programme, appointed at the HSRC.	30	30	34	38	42
Technical indicator 7	The number of interns (research trainees) enrolled in a PhD programme, appointed at the HSRC.	30	34	35	36	37
Technical indicator 8	The number of postdoctoral fellows (research associates) appointed at the HSRC.	22	22	24	25	26
New indicator	Norms and standards for postdoctoral fellows document finalised and approved.	-	-	-	-	-
Objective 4.1	Preserved datasets					
Objective statement:	The HSRC will have expanded the number of datasets already available in the public domain and established standards for the management and preservation of research data by end of the financial year 2016/2017.					
Technical indicator 10	The number of HSRC datasets that were preserved (archived/curated) during the period under review.	21	21	22	22	23
Objective 5.1	Transformation					
Objective statement:	By the end of the financial year 2016/2017, the HSRC will have implemented strategies to improve the ongoing transformation of the organisation.					
Technical indicator 11	The percentage of all researchers at senior level (SRS/SRM and above) who are African.	50%	53%	54%	56%	-
New indicator	Annual employment equity report to Department of Labour.	100%	100%	100%	100%	100%
New indicator	Quarterly employment equity reports to the HSRC Board.	4	4	4	4	4
New indicator	The number of diversity awareness events hosted during the year under review.	1	1	1	1	1
New indicator	The number of gender awareness events hosted during the year under review.	1	1	1	1	1
Objective 6.1	Financial sustainability					
Objective statement:	By the end of the financial year 2016/2017, the HSRC will have developed and implemented strategies to ensure financial sustainability.					
Technical indicator 12	The percentage of total income that is extra-parliamentary.	48%	48%	48%	48%	-
Technical indicator 13	The percentage of research grants that are multi-year (at least three years).	50%	50%	52%	56%	-
New indicator	The percentage of officials attending the anti-corruption campaign.	35%	45%	55%	65%	75%
New indicator	The percentage of eligible officials who have declared their interests.	70%	80%	90%	100%	100%
New indicator	The number of compliance reports presented and approved.	4	4	4	4	4



The background of the page is a blurred, grayscale image of a person's face, showing the eye, nose, and mouth area. The image is out of focus, creating a soft, ethereal effect. A large, semi-circular blue shape is overlaid on the right side of the page, containing the text.

ANNUAL FINANCIAL STATEMENTS

AUDIT AND RISK COMMITTEE REPORT

for the period ended 31 March 2012

We are pleased to present our report for the financial year ended 31 March 2012.

Role and responsibilities

The audit and risk committee (the committee) is constituted as a statutory committee of the HSRC to discharge its duties in terms of the Public Finance Management Act (No 1 of 1999), as amended; the Treasury Regulations and further responsibilities assigned to it by the board.

The committee has adopted formal terms of reference approved by the board. Accordingly, the committee conducted its affairs in compliance with its terms of reference and has discharged its responsibilities contained therein. The responsibilities include among others:

- To examine and review periodic financial statements and accompanying reports to stakeholders;
- To oversee the internal audit function;
- To oversee the external audit process;
- Oversee financial reporting risks, financial controls, fraud and IT risks as it relates to financial reporting;
- To ensure that a combined assurance model is applied to provide a coordinated approach to all assurance activities; and
- Oversee governance, risk management and internal control processes.

Effectiveness of internal control

The committee is responsible for ensuring that the HSRC's internal audit function is independent and has the necessary resources, standing and authority within the organisation to enable it to discharge its duties.

The committee considered and approved the internal audit charter and the three-year rolling internal audit plan, including the annual audit plan for the year under review. From the various reports of the internal auditors, the audit report on the annual financial statements as well as the unbroken record of unqualified audit opinion, the committee can report that no significant or material non-compliance with prescribed policies and procedures have been reported.

Internal audit performed an assessment of the HSRC's internal control environment for the period ending 31 March 2012 which the committee approved. The overall conclusion of the assessment was that based on the work performed by internal audit during the 2011/2012 financial year, samples tested, scope of work and the period covered, the existing operational and internal financial controls at the HSRC are satisfactory to provide reasonable assurance that the organisation's objectives and goals will be achieved. The committee met with internal audit to review the packaging of reports including but not limited to the level of detail reported to the committee. Accordingly, the committee reports that the system of internal control for the period under review was overall efficient and effective. The committee has noted the need for improvement in IT controls, and has been assured of commitment by management to address these deficiencies.

Evaluation of annual financial statements

The committee has:

- Reviewed the audited annual financial statements to be included in the annual report and discussed these with the Auditor-General;
- Reviewed the Auditor-General's management letter and management responses thereto;
- Reviewed and discussed the performance information with management;
- Reviewed changes in accounting policies and practices;
- Reviewed the entities' compliance with legal and regulatory provisions; and
- Noted that there were no significant adjustments resulting from the audit.

Self-evaluation of the committee

Regular performance evaluation should be done to enable the committee to ensure it is meeting the expectations of its members, the board and other stakeholders. The effectiveness of the committee was assessed by the board through the quality of in-year management and quarterly reports submitted, in alignment to the role and responsibilities of the committee, at all board meetings. The committee and the board were satisfied with the content and quality of the reports prepared and issued during the period under review.

In addition, the committee completed its self-evaluation during the reporting period which generally concluded that the committee understood its mandate and was effective in fulfilling its roles and responsibilities and areas where improvement is needed were identified.

Auditor-General South Africa

We have met with the Auditor-General to ensure that there were no unresolved issues. The committee concurs and accepts the Auditor-General of South Africa's conclusions on the annual financial statements and is of the opinion that the audited annual financial statements be accepted and read together with the audit report of the Auditor-General South Africa and has therefore recommended the adoption and approval of the financial statements by the board.



Professor Enrico Uliana
Chairperson of the Audit and Risk Committee

Human Sciences Research Council

ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

Approval of annual financial statements

I have reviewed the accompanying financial statements of the HSRC for the year ended 31 March 2012. It has been prepared in accordance with the GRAP standards and all applicable PFMA disclosure requirements have been adhered to. This set of annual financial statements represents a true reflection of the HSRC's financial performance, position and changes in cashflow movements for the financial year ended 31 March 2012.



Dr Olive Shisana
CEO
15 August 2012

Human Sciences Research Council

REPORT OF THE AUDITOR-GENERAL TO PARLIAMENT ON THE HUMAN SCIENCES RESEARCH COUNCIL

REPORT ON THE FINANCIAL STATEMENTS

Introduction

1. I have audited the financial statements of the Human Sciences Research Council set out on pages 101 to 151, which comprise the statement of financial position as at 31 March 2012, the statement of financial performance, statement of changes in net assets and the cash flow statement for the year then ended and the notes, comprising a summary of significant accounting policies and other explanatory information.

Accounting authority's responsibility for the financial statements

2. The accounting authority is responsible for the preparation and fair presentation of these financial statements in accordance with Standards of Generally Recognised Accounting Practice and the requirements of the Public Finance Management Act of South Africa, 1999 (Act No. 1 of 1999) (PFMA) and for such internal control as the accounting authority determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor-General's responsibility

3. My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with the Public Audit Act of South Africa, 2004 (Act No 25 of 2004) (PAA), the General Notice issued in terms thereof and International Standards on Auditing. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.
4. An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.
5. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

6. In my opinion, the financial statements present fairly, in all material respects, the financial position of the Human Sciences Research Council as at 31 March 2012, and its financial performance and cash flows for the year then ended in accordance with Standards of Generally Recognised Accounting Practice and the requirements of the PFMA.

REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

7. In accordance with the PAA and the General Notice issued in terms thereof, I report the following findings relevant to performance against predetermined objectives, compliance with laws and regulations and internal control, but not for the purpose of expressing an opinion.

Predetermined objectives

8. I performed procedures to obtain evidence about the usefulness and reliability of the information in the annual performance report as set out on pages 77 to 98 of the annual report.

REPORT OF THE AUDITOR-GENERAL TO PARLIAMENT ON THE HUMAN SCIENCES RESEARCH COUNCIL

9. The reported performance against predetermined objectives was evaluated against the overall criteria of usefulness and reliability. The usefulness of information in the annual performance report relates to whether it is presented in accordance with the National Treasury annual reporting principles and whether the reported performance is consistent with the planned objectives. The usefulness of information further relates to whether indicators and targets are measurable (ie well defined, verifiable, specific, measurable and time bound) and relevant as required by the National Treasury Framework for managing programme performance information.

The reliability of the information in respect of the selected objectives is assessed to determine whether it adequately reflects the facts (ie whether it is valid, accurate and complete).

10. There were no material findings on the annual performance report concerning the usefulness and reliability of the information.

Compliance with laws and regulations

11. I performed procedures to obtain evidence that the entity has complied with applicable laws and regulations regarding financial matters, financial management and other related matters. I did not identify any instances of material non compliance with specific matters in key applicable laws and regulations as set out in the General Notice issued in terms of the PAA.

Internal control

12. I considered internal control relevant to my audit of the financial statements, the annual performance report and compliance with laws and regulations. I did not identify any deficiencies in internal control which we considered sufficiently significant for inclusion in this report.

Auditor-General

Pretoria
31 July 2012



AUDITOR - GENERAL
SOUTH AFRICA

Auditing to build public confidence

Human Sciences Research Council

STATEMENT OF FINANCIAL POSITION

at 31 March 2012

	Note	2012 March R'000	2011 March R'000
ASSETS			
Current assets			
Cash and cash equivalents	9	67 506	28 370
Trade and other receivables	10	29 176	25 683
Inventories	11	4 005	3 551
Prepayments and advances	12	2 767	5 263
VAT receivable	13	4 064	-
		107 518	62 867
Non-current assets			
Property, plant and equipment	14.1	182 259	175 342
Intangible assets	14.2	5 772	6 315
Prepayments and advances	12	64	17
Operating lease accrual	15	1 198	1 070
		189 293	182 744
Total assets		296 811	245 611
LIABILITIES			
Current liabilities			
Trade and other payables	16	29 263	21 241
VAT payable	13	-	2 400
Income received in advance	17	74 383	40 828
Current finance lease liability	18	430	3 572
Current provisions	20	13 830	12 912
		117 906	80 953
Non-current liabilities			
Non-current finance lease liability	18	974	1 406
Post-retirement medical aid accrual	22	2 985	3 391
Operating lease commitments	15	328	345
		4 287	5 142
Total liabilities		122 193	86 095
Net assets		174 618	159 516
NET ASSETS			
Reserves		154 925	144 404
Accumulated surplus/(deficit)		19 693	15 112
Total net assets		174 618	159 516

STATEMENT OF FINANCIAL PERFORMANCE

for the year ended 31 March 2012

	Note	2012 March R'000	2011 March R'000
Revenue		350 533	319 707
Research revenue	2.1	143 052	124 097
Parliamentary grants	2.2	180 850	170 434
Other operating revenue	3	26 631	25 176
Expenses		(345 952)	(319 088)
Administrative expenses	4	(45 595)	(44 517)
Research cost	5	(93 269)	(74 084)
Staff cost	6	(170 907)	(164 596)
Other operating expenses	7	(22 215)	(23 953)
Finance cost	8	(1 595)	(1 524)
Depreciation, amortisation and impairment expense	14.1/14.2	(12 371)	(10 414)
Surplus for the year		4 581	619

Human Sciences Research Council

STATEMENT OF CHANGES IN NET ASSETS

for the year ended 31 March 2012

	Revaluation reserve	Total: Reserves	Accumulated surplus/ (deficit)	Total: Net assets
Note	R'000	R'000	R'000	R'000
Balance at 1 April 2010	144 404	144 404	14 438	158 842
Correction of prior period errors	-	-	57	57
Restated balance at 1 April 2010	144 404	144 404	14 495	158 899
(Deficit) on revaluation of property, plant and equipment	-	-	(2)	(2)
Surplus for the period (Restated)	-	-	619	619
Restated balance at 1 April 2011	144 404	144 404	15 112	159 516
Revaluation on the building	10 521	10 521	-	10 521
Surplus for the period	-	-	4 581	4 581
Balance at 31 March 2012	154 925	154 925	19 693	174 618

CASH FLOW STATEMENT

for the year ended 31 March 2012

	Note	2012 March R'000	2011 March R'000
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts		379 031	332 181
Payments		(328 560)	(313 680)
Net cash flows from operating activities	21	50 471	18 501
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of fixed assets		(8 965)	(3 270)
Proceeds from sale of fixed assets		1 563	61
Net cash flows from investing activities		(7 402)	(3 209)
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of finance lease liability		(3 933)	(2 915)
Net cash flows from financing activities		(3 933)	(2 915)
Net increase in net cash and cash equivalents		39 136	12 377
Net cash and cash equivalents at beginning of period (1 April)		28 370	15 993
Net cash and cash equivalents at end of period	9	67 506	28 370

Human Sciences Research Council

ACCOUNTING POLICIES

for the year ended 31 March 2012

1.1 Basis of preparation

The annual financial statements have been prepared using the accrual basis of accounting, in terms of which items are recognised as assets, liabilities, net assets (reserves), revenue and expenses when they satisfy the definitions and recognition criteria for those elements, which in all material aspects are consistent with those applied in the previous years, except where a change in accounting policy has been recorded.

The financial statements are prepared in South African Rand (R) and all values are rounded to the nearest thousand (R'000) except where otherwise indicated.

The annual financial statements have been prepared in accordance with the effective Standards of Generally Recognised Accounting Practice (GRAP), including any interpretations and directives issued by the Accounting Standards Board (ASB).

1.2 Going concern assumption

The annual financial statements have been prepared on a going concern basis.

1.3 Offsetting

Assets, liabilities, revenues and expenses have not been offset except when offsetting is required or permitted by a Standard of GRAP.

1.4 Revenue recognition

Revenue is recognised to the extent that it is probable that the economic benefits will flow to HSRC and revenue can be reliably measured. Revenue is measured at fair value of the consideration receivable on an accrual basis. Revenue includes investment and non-operating income exclusive of value-added taxation, rebates and discounts. The following specific recognition criteria must also be met before revenue is recognised:

a. Research revenue

Revenue that resulted from the rendering of research and related services is recognised at the stage of completion, determined according to the percentage cost to date in relation to the total estimated cost of the project.

b. Other revenue

Revenue from the sale of goods is recognised when significant risk and rewards of ownership of goods are transferred to the buyer. Sale of goods includes publications, sale of food and parking. Revenue from royalties is recognised on an accrual basis in accordance with the substance of the relevant agreement. Rental income is recognised as revenue on a straight-line basis over the lease term, unless another systematic basis is more representative of the time pattern in which benefit derived from the leased asset is diminished.

c. Interest income

Revenue is recognised as interest accrued using the effective interest rate, and is included in other revenue in the statement of financial performance.

d. Parliamentary grants

Revenue from parliamentary grants shall be measured at the amount of the increase in net assets recognised by the entity.

1.5 Taxes

HSRC is exempt from income tax in terms of section 10(1)a of the Income Tax Act No 58 of 1962.

1.6 Property, plant and equipment

Property, plant and equipment (other than land and buildings and artwork) are measured at cost, net of accumulated depreciation and/or accumulated impairment losses, if any.

ACCOUNTING POLICIES

for the year ended 31 March 2012

The cost of an item of property, plant and equipment is recognised as an asset when:

- it is probable that future economic benefits associated with the item will flow to the entity; and
- the cost of the item can be measured reliably.

Costs include costs incurred initially to acquire or construct an item of property, plant and equipment and costs incurred subsequently to add to, replace part of, or service it. If a replacement cost is recognised in the carrying amount of an item of property, plant and equipment, the carrying amount of the replaced part is derecognised.

All other repair and maintenance costs are recognised in the statement of financial performance as incurred. The present value of the initial expected estimate cost for the decommissioning of the asset after its use is included in the cost of the respective asset if the recognition criteria for a provision are met.

Land and buildings are measured at fair value less accumulated depreciation on buildings and impairment losses recognised after the date of the revaluation. Valuations of owner-occupied property are performed every three years based on the income capitalisation method. The market value is determined from the ability of the property to generate rental income taking into account the related expenses, the rental income which is capitalised at a market-related rate and taking into account the risk, age and condition of the property with existing buildings. Any surpluses that occur due to the revaluation of land and buildings are allocated to the revaluation reserve, except to the extent that it reverses a revaluation decrease of the same asset previously recognised. A revaluation deficit is recognised in the statement of financial performance, except to the extent that it offsets an existing surplus on the same asset recognised in the asset revaluation reserve.

Artwork is measured at fair value less accumulated depreciation on artwork and impairment losses recognised after the date of the revaluation. Valuations of artwork are performed every five years based on the current market value method. The market value factored into each assessment is the artist, the medium used, the size in relation to the overall aesthetic appeal (to the market) of each artwork. Any surpluses that occur due to the revaluation of artwork is allocated to the revaluation reserve, except to the extent that it reverses a revaluation decrease of the same asset previously recognised in the statement of financial performance. A revaluation deficit is recognised in the statement of financial performance, except to the extent that it offsets an existing surplus on the same asset recognised in the asset revaluation reserve.

The revaluation surplus included in net assets in respect of an item of property, plant and equipment is transferred directly to accumulated surpluses or deficits when the asset is derecognised. This involves transferring the whole of the surplus when an asset is retired or disposed of. Transfers from revaluation surplus to accumulated surpluses or deficits are not made through surplus or deficit.

Depreciation is applied on a straight-line basis, as follows:

a. Freehold land

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

b. Freehold buildings

The HSRC identified the following major components of buildings:

- Lifts
- Telephone system
- Fixtures
- Buildings

The useful lives of the various components of buildings have been assessed to be:

- | | |
|--------------------------|--|
| • Lifts | 25 years |
| • Telephone system | 25 years |
| • Fixtures | 25 years |
| • Buildings | 25–100 years |
| • Leasehold improvements | Amortised over the period of the lease |

Human Sciences Research Council

ACCOUNTING POLICIES

for the year ended 31 March 2012

c. Equipment, motor vehicles and artwork

The useful lives of the various categories of equipment have been assessed to be:

- | | |
|---------------------------------|------------|
| • Office furniture | 22 years |
| • Motor vehicles | 5 years |
| • Computer and other equipment | 5–22 years |
| • Library books and manuscripts | 20 years |
| • Artwork | 25 years |

d. Leasehold assets

These assets are depreciated over the contract period.

All assets that were bought with donor funds or grants except freehold land and buildings and that were donated to the community, on termination of the project, are depreciated over the shorter of the lease term or the useful life of the project.

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in the statement of financial performance in the year the asset is derecognised.

The assets, residual values, useful lives and methods of depreciation are reviewed at each financial year-end, and adjusted prospectively if appropriate.

1.7 Intangible assets

An intangible asset is recognised when:

- it is probable that the expected future economic benefits that are attributable to the asset will flow to the entity; and
- the cost of the asset can be measured reliably.

Intangible assets are initially recognised at cost.

Expenditure on research (or on the research phase of an internal project) is recognised as an expense when it is incurred.

An intangible asset arising from development (or from the development phase of an internal project) is recognised when:

- it is technically feasible to complete the asset so that it will be available for use or sale;
- there is an intention to complete and use or sell it;
- there is an ability to use or sell it;
- it will generate probable future economic benefits;
- there are available technical, financial and other resources to complete the development and to use or sell the asset; and
- the expenditure attributable to the asset during its development can be determined reliably.

Subsequent expenditure is capitalised only when it increases the future economic benefits embodied in the asset to which it relates. The amortisation is calculated at a rate considered appropriate to reduce the cost of the asset less residual value over the shorter of its estimated useful life or contractual period. Residual values and estimated useful lives are reviewed annually.

Intangible assets that meet the recognition criteria are stated in the statement of financial position at amortised cost being the initial cost price less any accumulated amortisation and impairment losses.

Amortisation is charged to the statement of financial performance so as to write-off the cost of intangible assets over their estimated useful lives using the straight-line method as follows:

- | | |
|---------------|-----------------------|
| • IT software | Average of 5–20 years |
| • User rights | 20 years |

ACCOUNTING POLICIES

for the year ended 31 March 2012

1.8 Impairment of non-financial assets

The HSRC assesses at each reporting date whether there is any indication that an asset may be impaired. If any such indication exists, the entity estimates the recoverable amount of the individual asset. If it is not possible to estimate the recoverable amount of the individual asset, the recoverable amount of the cash-generating unit to which the asset belongs is determined.

A cash-generating unit is the smallest identifiable group of assets that generates cash inflows that are largely independent of the cash inflows from other assets or groups of assets.

The recoverable amount of an asset or a cash-generating unit is the higher of its fair value less costs to sell and its value in use. If the recoverable amount of an asset is less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. That excess is an impairment loss and it is charged to the statement of financial performance.

An impairment loss of assets carried at cost less any accumulated depreciation or amortisation is recognised immediately in the statement of financial performance. Any impairment deficit of a revalued asset is treated as a revaluation decrease in the revaluation reserve only to the extent of the existing reserve.

The HSRC assesses at each reporting date whether there is any indication that an impairment loss recognised in prior periods for assets may no longer exist or may have decreased. If any such indication exists, the recoverable amounts of those assets are estimated and matched against their carrying values and any excess of the recoverable amounts over their carrying values is reversed to the extent of the impairment loss previously charged in the statement of financial performance.

1.9 Inventory

Inventories are valued at the lower of cost price or net realisable value. The net realisable value is the estimated selling price, less the estimated completion costs or selling costs.

Cost for the cafeteria is determined on the weighted average method.

Cost for publications is determined by using specific identification of their individual costs.

When inventories are sold, the carrying amount of those inventories is recognised as an expense in the period in which the related revenue is recognised.

The amount of any write-down of inventories to net realisable value and all losses of inventories are recognised as an expense in the period the write-down or loss occurs.

1.10 Leases

A lease is classified as a finance lease if it transfers substantially all the risks and rewards incidental to ownership. A lease is classified as an operating lease if it does not transfer substantially all the risks and rewards incidental to ownership. The classification of the leases is determined using GRAP 13 – Leases.

a. Operating leases – lessee

Lease agreements are classified as operating leases where substantially the entire risks and rewards incident to ownership remain with the lessor. Operating lease payments are recognised as an expense on a straight-line basis over the lease term. The difference between the amounts recognised as an expense and the contractual payments is recognised as an operating lease asset/liability. The asset is not discounted.

b. Finance leases – lessee

Finance leases are recognised as assets and liabilities in the statement of financial position at amounts equal to the fair value of the leased assets or, if lower, the present value of the minimum lease payments. The corresponding liability to the lessor is included in the statement of financial position as a finance lease obligation.

Human Sciences Research Council

ACCOUNTING POLICIES

for the year ended 31 March 2012

The discount rate used in calculating the present value of the minimum lease payments is the incremental borrowing rate for the HSRC. The lease payments are apportioned between the finance charge and reduction of the outstanding liability. The finance charge is allocated to each period during the lease term so as to produce a constant periodic rate on the remaining balance of the liability.

The depreciation policy for depreciable leased assets is as follows:

Computer and other	3–5 years
Vehicles	5 years
User rights	20 years

c. Operating leases – lessor

Lessors shall present assets subject to operating leases in their statement of financial position according to the nature of the asset.

Lease revenue from operating leases shall be recognised as revenue on a straight-line basis over the lease term, unless another systematic basis is more representative of the time pattern in which benefit derived from the leased asset is diminished. The depreciation policy for depreciable leased assets is consistent with the lessor's normal depreciation policy for similar assets.

1.11 Employee benefits

a. Short-term employee benefits

The cost of short-term employee benefits (those payable within 12 months after the service is rendered, such as paid vacation leave, bonuses and non-monetary benefits such as medical care) are recognised in the period in which the service is rendered and are not discounted.

b. Post-employment benefit costs

Pension funds

The entity contributes to a pension fund for the benefit of its employees. The plan is a defined benefit plan. The cost of providing these benefits is determined based on the projected unit credit method and actuarial valuations are performed every second year. Pensions are provided for employees by means of two separate pension funds to which contributions are made. With regard to the HSRC Pension Fund (HSRCPF), and with effect from 1 April 1992, previous and current service costs and adjustments based on experience and additional funding for retired employees are acknowledged in the statement of financial performance as soon as the liability is known.

With regard to the Associated Institutions Pension Fund (AIPF), only the Council's contributions to the respective pension fund are recognised in the statement of financial performance, thus a defined contribution plan.

Post-retirement medical aid benefits

The entity contributes to a medical aid for the benefit of its employees. The plan is a defined benefit plan. The cost of providing these benefits is determined based on the projected unit credit method and actuarial valuations are performed every second year.

The HSRC contributed voluntarily to post-retirement medical aid benefits of specific employees who opted to remain on the previous conditions of service when the benefit was terminated. The HSRC does not provide for post-retirement medical aid benefits to any other category of employees.

1.12 Foreign currency transactions

Transactions in foreign currencies are accounted for at the rate of exchange ruling on the date of the transaction. Liabilities in foreign currencies are translated at the rate of exchange ruling at the reporting date or at the forward rate determined in forward exchange contracts. Exchange differences arising from translations are recognised in the statement of financial performance in the period in which they occur.

ACCOUNTING POLICIES

for the year ended 31 March 2012

1.13 Provisions and contingencies

Provisions are recognised when:

- HSRC has a present obligation as a result of past events;
- probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligations; and
- a reliable estimate can be made of the obligation.

Provisions are not recognised for future operating losses. If HSRC has a contract that is onerous, the present obligation under the contract is recognised and measured as a provision. Contingent assets and contingent liabilities are not recognised.

1.14 Financial instruments

a. Trade and other receivables

Trade receivables are measured at initial recognition at fair value, and are subsequently measured at amortised cost using the effective interest rate method. Appropriate allowances for estimated irrecoverable amounts are recognised in profit or loss when there is objective evidence that the asset is impaired. Significant financial difficulties of the debtor, and default or delinquency in payments (more than 120 days overdue) are considered indicators that the trade receivable is impaired. The allowance recognised is measured for all debtors with indications of impairment.

The carrying amount of the asset is reduced through the use of an allowance account, and the amount of the loss is recognised in the statement of financial performance within operating expenses. When a trade receivable is uncollectable, it is written-off against the allowance account for trade receivables. Subsequent recoveries of amounts previously written-off are credited against operating expenses in the income statement. Trade and other receivables are classified as loans and receivables.

b. Trade and other payables

Trade and other payables are initially measured at fair value, and are subsequently measured at amortised cost using the effective interest rate method.

c. Cash and cash equivalents

Cash and cash equivalents in the statement of financial position comprise of cash at banks and on hand, including investments and short-term deposits with an original maturity of three months or less. For the purpose of the cash flow statement, cash and cash equivalents consist of cash and cash equivalents as defined above, net of outstanding bank overdrafts.

These are initially and subsequently recorded at fair value.

1.15 Related parties

The HSRC operates in an economic sector currently dominated by entities directly or indirectly owned by the South African Government. As a consequence of the constitutional independence of the three spheres of government in South Africa, only entities within the national sphere of government are considered to be related parties.

Key management is defined as being individuals with the authority and responsibility for planning, directing and controlling the activities of the entity. We regard all individuals, from the level of executive management and council members as key management per the definition of the financial reporting standard.

Close family members of key management personnel are considered to be those family members who may be expected to influence, or be influenced by key management individuals, in their dealings with the entity.

1.16 Comparative figures

When necessary, comparative figures have been adjusted to conform to changes in presentation in the current period. The note affected by prior year adjustments in the current year is Note 30.

Human Sciences Research Council

ACCOUNTING POLICIES

for the year ended 31 March 2012

1.17 Significant accounting judgements, estimates and assumptions

The preparation of HSRC financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, and the disclosure of contingent liabilities, at the reporting date. However, uncertainty about these assumptions and estimates could result in outcomes that require a material adjustment to the carrying amount of the asset or liability affected in future periods.

Judgements

In the process of applying the HSRC accounting policies, management has made the following judgements, which have the most significant effect on the amounts recognised in the financial statements:

Operating lease commitments – HSRC as lessor

HSRC has entered into commercial property leases on buildings. HSRC has determined, based on evaluation of the terms and conditions of the arrangements, that it retains all the significant risks and rewards of ownership of these properties and so accounts for these contracts as operating leases.

Estimates and assumptions

The key assumptions concerning the future and other key sources of estimation uncertainty at the balance sheet date, that have significant risk of causing material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below:

Property, vehicles, plant and equipment and intangible assets

Property, vehicles, plant and equipment and intangible assets are depreciated over their useful life taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In reassessing asset lives, factors such as technological innovation and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values.

Impairment testing

Property, vehicles, plant and equipment and intangible assets are considered for impairment if there is a reason to believe that impairment may be necessary. The future cash flows expected to be generated by the assets are projected taking into account market conditions and the expected useful lives of the assets. The present value of these cash flows, determined using an appropriate discount rate, is compared to the current carrying value and, if lower, the assets are impaired to the present value.

Revaluation of property, plant and equipment

HSRC measures its land and buildings at revalued amounts with changes in fair value being recognised in statement of changes in net assets. The entity engaged independent valuation specialists to determine fair value as at 31 March 2009. The key assumptions used to determine the fair value of the land and buildings are further explained in Note 14.

Fair value of financial instruments

Where the fair value of financial assets and financial liabilities recorded in the statement of financial performance cannot be derived from active markets, they are determined using valuation techniques including the discounted cash flows model. The inputs to these models are taken from observable markets where possible, but where this is not feasible, a degree of judgement is required in establishing fair values. The judgements include considerations of inputs such as liquidity risk, credit risk and volatility. Changes in assumptions about these factors could affect the reported fair value of financial instruments.

Pension benefits

The cost of defined benefit pension plans and other post-employment medical benefits as well as the present value of the pension obligation is determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, expected rates of return of assets, future salary increases, mortality rates and future pension increases. All assumptions are reviewed at each reporting date.

Future salary increases and pension increases are based on expected future inflation rates. Details about the assumptions used are given in Note 22.

ACCOUNTING POLICIES

for the year ended 31 March 2012

1.18 Translation of foreign currencies

A foreign currency transaction is recorded, on initial recognition in the functional currency, by applying to the foreign currency amount the spot exchange rate between the functional currency and the foreign currency at the date of the transaction.

At each reporting date:

- Foreign currency monetary items shall be translated using the closing rate;
- Non-monetary items that are measured in terms of historical cost in a foreign currency shall be translated using the exchange rate at the date of the transaction; and
- Non-monetary items that are measured at fair value in a foreign currency shall be translated using the exchange rates at the date when the fair value was determined.

Exchange differences arising on the settlement of monetary items or on translating monetary items at rates different from those at which they were translated on initial recognition during the period or in previous financial statements shall be recognised in surplus or deficit in the period in which they arise.

When a gain or loss on a non-monetary item is recognised directly in net assets any exchange component of that gain or loss shall be recognised directly in net assets. Conversely, when a gain or loss on a non-monetary item is recognised in surplus or deficit, any exchange component of that gain or loss shall be recognised in surplus or deficit.

1.19 Prepayments and advances

Payments made in advance to suppliers are in respect of computer warranties. There is no contractual right to receive a refund in cash or another financial instrument from the suppliers.

1.20 Irregular and fruitless and wasteful expenditure

Irregular expenditure means expenditure incurred in contravention of, or not in accordance with, a requirement of any applicable legislation, including:

- The PFMA, 1999 (Act No 1 of 1999); or
- The State Tender Board Act, 1968 (Act No 86 of 1968)

Fruitless and wasteful expenditure means expenditure that was made in vain and would have been avoided had reasonable care been exercised. All irregular, fruitless and wasteful expenditure is recognised against the specific class of expense to which it relates and disclosed in a note to the financial statements when it has been identified.

Human Sciences Research Council

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

	2012 March R'000	2011 March R'000
2 Revenue		
2.1 Research revenue		
Private sector	2 583	886
Public corporations	2 654	1 658
Public sector	9 592	11 940
International funding agencies	82 518	73 879
National and provincial funding agencies	44 691	34 093
Professional services and secondment	1 014	1 641
	143 052	124 097
2.2 Parliamentary grants		
Parliamentary grants received	180 850	170 434
	180 850	170 434

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

	2012 March R'000	2011 March R'000
3 Other operating revenue		
Rental income	16 374	15 930
Publication sales	995	1 134
Interest received	2 412	3 498
Cafeteria income	2 610	2 568
Royalties received	242	262
Sundry income	2 297	1 641
Insurance claims: recoveries	1 563	87
Profit on disposal of assets	-	56
Donations and gifts	138	-
	26 631	25 176
4 Administrative expenses		
Insurance	(1 526)	(1 343)
Sundry operating expenses	(291)	(479)
Annual license fees, library manuscripts and subscriptions	(9 855)	(6 024)
Consumable goods	(5 175)	(4 452)
Printing and photocopying	(4 651)	(2 795)
Postal, telecom and delivery fees	(8 235)	(7 720)
Bank costs/stamp duty/excise duties	(224)	(208)
Publicity functions and conferences	(1 177)	(640)
Audit fees	(4 681)	(4 908)
- Internal audit	(1 874)	(2 076)
- External audit	(1 807)	(2 192)
- Other audits	(1 000)	(640)
Consulting fees and outsourced services	(5 246)	(11 713)
Travel and subsistence	(4 441)	(3 821)
Net foreign exchange loss	(93)	(414)
	(45 595)	(44 517)
5 Research cost		
Direct labour expense	(25 748)	(18 058)
Direct research cost	(67 521)	(56 026)
	(93 269)	(74 084)

Human Sciences Research Council

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

6 Staff cost

	2012 March R'000	2011 March R'000
Wages and salaries*	(157 177)	(151 695)
Defined contribution plan	(13 530)	(12 420)
Social contributions (employer's contributions)		
- Official unions and associations	(144)	(114)
Post-retirement medical benefit		
- Employer contributions	(462)	(396)
- Decrease in liability	406	29
Total	(170 907)	(164 596)
Average staff for the period ending at 31 March 2012		
Permanent staff	457	493
Short-term staff (12 months or less)**	57	178
Total	514	671

Note:

*Council members and executive management remuneration is disclosed separately on Note 29.3.

**Short-term staff are predominantly linked to various HSRC research projects and staff count varies with projects activities during a given period.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

	2012 March R'000	2011 March R'000
7 Other operating expenses		
Staff training	(1 788)	(1 218)
Staff recruitment costs	(773)	(518)
Study bursaries	(372)	(231)
Legal fees	(1 992)	(568)
Rentals, maintenance, repairs and running costs	(19 041)	(17 975)
- Lease rentals (regional offices)	(5 818)	(5 976)
- Property taxes and municipal rates	(5 078)	(4 775)
- Other maintenance repairs and running costs	(8 145)	(7 224)
Office refreshments and client relations	(332)	(385)
Loss on disposal of assets	(774)	-
Bad debts recovered/(written-off)	2 857	(2 207)
Inventory written-off	-	(845)
Discount allowed	-	(6)
	(22 215)	(23 953)
8 Finance cost		
Finance lease cost	(359)	(219)
Interest paid	(1 236)	(1 305)
	(1 595)	(1 524)

Human Sciences Research Council

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

9 Cash and cash equivalents

	2012 March R'000	2011 March R'000
Cash at bank	17 732	6 419
Cash on hand	48	48
Short-term investments*	49 726	21 903
	<u>67 506</u>	<u>28 370</u>

*Included in the short-term investments are funds received from HSRC funders, for various research projects.

These funds had not yet been fully utilised as at 31 March 2012.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

	2012	2011
	March	March
	R'000	R'000
10 Trade and other receivables		
Trade receivables	26 207	28 661
Other receivables	5 027	2 267
Less: Impairment allowance	(2 058)	(5 245)
Trade and other receivables	<u>29 176</u>	<u>25 683</u>
10.1.1 Trade receivables: Ageing		
Current (0-30 days)	23 072	15 448
31-60 days	1 191	7 522
61-90 days	70	167
91-120 days	70	583
+ 121 days	1 804	4 941
Total	<u>26 207</u>	<u>28 661</u>
Other receivables: Ageing		
Current (0-30 days)	928	550
31-60 days	397	686
61-90 days	1 463	127
91-120 days	1 985	600
+ 121 days	254	304
Total	<u>5 027</u>	<u>2 267</u>
10.1.2 Impairment allowance: Ageing		
121-365 days	(742)	(1 340)
+ 365 days	(1 316)	(3 905)
Balance at 31 March	<u>(2 058)</u>	<u>(5 245)</u>
10.2.1 Reconciliation of the impairment allowance		
Balance at beginning of the year	(5 245)	(3 905)
Contributions to provision	(742)	(1 340)
Bad debts recovered	3 929	-
Balance at 31 March	<u>(2 058)</u>	<u>(5 245)</u>

Human Sciences Research Council

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

10 Trade and other receivables (continues)

10.2.2 Trade and other receivables past due but not impaired

Trade and other receivables which are less than 3 months past due payment period of 30 days are not considered to be impaired. At 31 March 2012, R5 176 (2011: R9 685) was past due date but not impaired.

The ageing of amounts past due but not impaired is as follows:

1 month past due	1 588	8 208
2 months past due	1 533	294
3 months past due	2 055	1 183
	5 176	9 685

10.2.3 Trade and other receivables impaired

As of 31 March 2012, trade and other receivables of R2 058 (2011: R5 245) were impaired and provided for.

The ageing of these receivables is as follows:

3 to 6 months	295	876
Over 6 months	1 763	4 369
	2 058	5 245

The fair value of trade receivables approximates their carrying amounts.

11 Inventories

Finished goods	3 912	3 495
Publications	3 897	3 430
Cafeteria	15	65
Work in progress*	93	56
	4 005	3 551

*Work in progress consists of books in production.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

	2012 March R'000	2011 March R'000
12 Prepayments and advances		
Prepayments and advances (short term)	2 767	5 263
Prepayments and advances (long term) *	64	17
Total	2 831	5 280
*The long-term portion of prepayments is in respect of computer warranties.		
13 VAT		
VAT input	8 318	4 907
VAT output	(4 254)	(7 307)
VAT receivable (payable)	4 064	(2 400)

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

14.1 Property, plant and equipment

Balance at 31 March 2012	Total	Land	Lifts	Telephone systems	Fixtures	Buildings	Leasehold property	Artwork	Motor vehicles	Office furniture	Computer and other equipment	Medical equipment	Library books and manuscripts
	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Reconciliation of carrying value	175 342	23 000	2 283	577	3 785	117 471	2 334	1 913	4 097	8 242	11 640	-	-
Opening net carrying amount	223 215	23 000	3 335	765	4 230	124 276	4 094	2 097	5 432	10 410	40 850	-	4 726
Gross carrying amount	-47 873	-	-1 052	-188	-445	-6 805	-1 760	-184	-1 335	-2 168	-29 210	-	-4 726
Accumulated depreciation	18 834	-	-	-	-	10 812	-	-	-	200	5 742	2 080	-
Additions and revaluations	8 313	-	-	-	-	291	-	-	-	200	5 742	2 080	-
Additions	10 521	-	-	-	-	10 521	-	-	-	-	-	-	-
Revaluation	-741	-	-	-	-177	-	-	-276	-	-66	-222	-	-
Disposals and adjustments	-1 835	-	-	-	-192	-	-	-308	-	-97	-1 238	-	-
Cost of disposal	1 094	-	-	-	15	-	-	32	-	31	1 016	-	-
Accumulated depreciation of disposal	-11 176	-	-135	-35	-168	-1 413	-409	-84	-419	-451	-6 087	-1 975	-
Depreciation	182 259	23 000	2 148	542	3 440	126 870	1 925	1 553	3 678	7 925	11 073	105	-
Closing net carrying amount	240 214	23 000	3 335	765	4 038	135 088	4 094	1 789	5 432	10 513	45 354	2 080	4 726
Gross carrying amount	-57 955	-	-1 187	-223	-598	-8 218	-2 169	-236	-1 754	-2 588	-34 281	-1 975	-4 726
Accumulated depreciation	88 709	5 138				82 225		1 346					
Historical cost would have been:													

Human Sciences Research Council
NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2012

14.1 Property, plant and equipment (continues)

Balance at 31 March 2011	Total	Land	Lifts	Telephone systems	Fixtures	Buildings	Leasehold property	Artwork	Motor vehicles	Office furniture	Computer and other equipment	Library books and manuscripts
	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Reconciliation of carrying value	179 655	23 000	2 416	607	4 079	118 812	2 743	1 997	4 241	8 574	13 186	-
Opening net carrying amount	217 925	23 000	3 335	765	4 360	124 242	4 094	2 097	5 085	10 273	35 948	4 726
Gross carrying amount	-38 270	-	-919	-158	-281	-5 430	-1 351	-100	-844	-1 699	-22 762	-4 726
Accumulated depreciation												
Additions and revaluations	5 474	-	-	-	-	34	-	-	347	137	4 956	-
Additions	3 270	-	-	-	-	34	-	-	347	137	2 752	-
Revaluation	2 204	-	-	-	-	-	-	-	-	-	2 204	-
Disposals and adjustments	-134	-	-	-	-130	-	-	-	-	-	-4	-
Cost of disposal	-1 84	-	-	-	-130	-	-	-	-	-	-54	-
Accumulated depreciation of disposal	50	-	-	-	-	-	-	-	-	-	50	-
Depreciation	-9 653	-	-133	-30	-164	-1 375	-409	-84	-491	-469	-6 498	-
Closing net carrying amount	175 342	23 000	2 283	577	3 785	117 471	2 334	1 913	4 097	8 242	11 640	-
Gross carrying amount	223 215	23 000	3 335	765	4 230	124 276	4 094	2 097	5 432	10 410	40 850	4 726
Accumulated depreciation	-47 873	-	-1 052	-188	-445	-6 805	-1 760	-184	-1 335	-2 618	-29 210	-4 726
Historical cost would have been:	79 601	5 138				73 117		1 346				

The land is registered as Stand 3242 Pretoria, measuring 7 655 m², Registration division JR, Transvaal and is situated at 134 Pretorius Street, Pretoria. Buildings classification combines land, lifts, telephone systems, fixtures and buildings. This also consists of a reception area, offices, parking area, conference centre and a cafeteria built on land as mentioned above. The valuation was conducted on 13 October 2011 by an independent valuer, Mr Bryan Nyagah of Colliers International (Pty) Ltd, using the discounted cash flow analysis (DCF) method. In addition, to determine the value of the building, the "Highest and Best Use" was ascertained. This concept is based on the notion that although two properties may have physical similarities and closely resemble one another, there may be significant differences in how they can be used. Optimal utilisation was the foundation of determining the building's market value and highest and best optimal use for the HSRC's building was identified as office/administration and conferencing purposes.

A discount rate of 16%, a cap rate of 11% and an exit cap rate of 11.25% were applied to the income flowing from the property and these rates were derived from statistical data in the then latest version of the IPD cap and discount data survey.

Human Sciences Research Council

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

14.2 Intangible assets

Balance at 31 March 2012

Reconciliation of carrying value	Total R'000	Software R'000	Usage rights R'000
Opening net carrying amount	6 315	3 842	2 473
Gross carrying amount	8 183	5 520	2 663
Accumulated depreciation	-1 868	-1 678	-190
Additions	652	652	-
Additions	652	652	-
Amortisation and impairment	-1 195	-1 062	-133
Amortisation	-801	-668	-133
Impairment	-394	-394	-
Closing net carrying amount	5 772	3 432	2 340
Gross carrying amount	8 835	6 172	2 663
Accumulated depreciation	-3 063	-2 740	-323

14.3 Intangible assets

Balance at 31 March 2011

Reconciliation of carrying value	Total R'000	Software R'000	Usage rights R'000
Opening net carrying amount	6 593	4 495	2 098
Gross carrying amount	7 700	5 520	2 180
Accumulated depreciation	(1 107)	(1 025)	(82)
Additions and revaluations	483	-	483
Adjustment to cost	483	-	483
Amortisation	(761)	(653)	(108)
Amortisation	(761)	(653)	(108)
Closing net carrying amount	6 315	3 842	2 473
Gross carrying amount	8 183	5 520	2 663
Accumulated depreciation	(1 868)	(1 678)	(190)

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

	2012 March R'000	2011 March R'000
15 Operating leases accruals and commitments		
Operating lease accruals		
Opening balance	1 070	76
Movement for the year	128	994
Balance at 31 March	1 198	1 070
Operating lease commitments		
Opening balance	(344)	(716)
Movement for the year	16	371
Balance at 31 March	(328)	(345)
15.1 Operating lease arrangements as the lessee:-		
15.1.1 Future minimum lease payments		
Up to 12 months		
Cape Town lease	3 097	1 311
Durban lease	76	907
Port Elizabeth lease	175	50
Sweetwaters lease	81	81
	3 429	2 349
1 to 5 years		
Cape Town lease	13 169	-
Durban lease	-	76
Port Elizabeth lease	256	-
Sweetwaters lease	-	81
	13 425	157

15.1.2 Other disclosures

Cape Town lease

The HSRC has leased office space from Old Mutual Life Assurance Company (South Africa) (Pty) Ltd at Plein Street, Cape Town, portions of the 10th, 14th and 16th floors and the entire 12th and 13th floors. The contract was initially for a period of six years, effective from 1 October 2005. The agreement was renewed for an additional five years effective from 1 October 2011. The current lease payment is R243 644 per month (VAT excluded). The contract includes an annual escalation of 9% (compounded) annually. The HSRC does not have the option to acquire the building at the end of the lease agreement but has an option to renew the lease agreement.

Human Sciences Research Council

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

Durban lease

The HSRC has leased property in Durban from KwaZulu-Natal Department of Housing portions of Pod 4, Pod 5 and Pod 6. The lease agreement is for three years commencing on 1 May 2009. The contract includes an escalation clause of 10% (compounded) annually. The current lease payment per month is R76 187 (VAT excluded). The HSRC does not have the option to acquire the building at the end of the lease agreement but has an option to renew the same lease agreement.

Port Elizabeth lease

The HSRC is leasing a property from the Masig Family Trust, 44 Pickering Street, Newton Park, Port Elizabeth. The lease arrangement commenced on 1 August 2011 and expires on 31 July 2014 with an option to renew. The lease payment is R13 727 per month (VAT excluded). The contract includes an annual escalation of 9% (compounded) annually. The HSRC does not have the option to acquire the building but has an option to renew the same lease agreement for an additional two years.

Sweetwaters lease

A lease agreement was signed between HSRC and Mr FA Bhalya in respect of a property referred to as Sweetwaters Bus Depot. The agreement came into operation on 1 March 2008 and is valid for five years. Rental payments are R6 655 per month (VAT excluded). The contract includes an annual escalation of 10% (compounded) annually. The HSRC does not have the option to acquire the building but has an option to renew the same lease agreement.

15.2 Operating lease arrangements as the lessor:-

15.2.1 Future minimum lease payments

Up to 12 months

Department of Public Works lease

2012 March R'000	2011 March R'000
------------------------	------------------------

14 855	13 628
--------	--------

1 to 5 years

Department of Public Works lease

1 246	16 101
-------	--------

Other disclosures

Department of Public Works lease (Pretoria)

The operating lease is undertaken between the HSRC (the lessor) and the Department of Public Works (the lessee) on behalf of the Department of Social Development. The lease contract was initially for a period of three years, effective from 1 May 2007 and ended on 30 April 2010. The same lease agreement was renewed for an additional three years, effective from 1 May 2010. The current lease payment is R1 143 562 per month (VAT excluded) with an annual escalation of 9% (compounded) annually. Department of Public Works does not have the option to acquire the building at the end of the lease agreement but has a right to renew the lease for a further period to be agreed.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

	2012 March R'000	2011 March R'000
16 Trade and other payables		
Trade creditors	16 543	7 530
Accruals	12 720	13 711
	29 263	21 241

Note

The HSRC considers that the carrying amount of trade and other payables approximates their fair value.

17 Income received in advance

Bill and Melinda Gates Foundation	5 812	2 475
CASP	-	2 536
RNE	1 674	2 499
Going to Scale	3 186	3 376
Department of Education	490	591
Project Accept	347	755
The Wellcome Trust	469	730
Open Society Initiative	150	218
Sahara OVC	1 024	1 024
City of Tshwane	1 057	1 076
University of Pennsylvania	2 242	113
Department of Basic Education	4	4 946
Department of Science and Technology	8 544	7 654
Department of Higher Education	12 980	-
Department of Health	-	5 086
Department for International Development (DFID)	24 715	-
Department of Labour	854	111
Other projects/funding agencies	10 835	7 638
	74 383	40 828

Note

Income received in advance relates to research work where funding has been received from the funder and the research work is not yet completed as at 31 March 2012.

Human Sciences Research Council

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

18 Finance leases liability

Balance at 31 March 2012

	Minimum lease payment	Future finance charges	Present value of minimum lease payments
	R'000	R'000	R'000
Amounts payable under finance leases			
Due within one year	551	121	430
Due within two to five years	1 065	91	974
	<u>1 616</u>	<u>212</u>	<u>1 404</u>
Less: Amount due for settlement within 12 months (current portion)			(430)
			<u>974</u>

The average lease term is 31 months and the average effective borrowing rate is prime plus 2%. Interest rates fluctuate with the bank repo rate. Some leases have fixed repayment terms and others escalate between 10%–15% per annum. Obligations under finance leases are secured by the lessor's title to the leased asset.

Balance as at 31 March 2011

	Minimum lease payment	Future finance charges	Present value of minimum lease payments
	R'000	R'000	R'000
Amounts payable under finance leases			
Due within one year	3 931	359	3 572
Due within two to five years	1 618	212	1 406
	<u>5 549</u>	<u>571</u>	<u>4 978</u>
Less: Amount due for settlement within 12 months (current portion)			(3 572)
			<u>1 406</u>

The average lease term is 43 months and the average effective borrowing rate is prime plus 2%. Interest rates fluctuate with the bank repo rate. Some leases have fixed repayment terms and others escalate between 10%–15% per annum. Obligations under finance leases are secured by the lessor's title to the leased asset.

19 Capital and expenditure commitments

As at 31 March 2012

Approved and contracted	<u>13 337</u>
Total commitments	<u>13 337</u>

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

20 Current provisions

	2012 March R'000	2011 March R'000
Annual bonus	3 527	3 147
Provision for leave	10 303	9 765
Total	<u>13 830</u>	<u>12 912</u>

The 'Provisions' balance includes leave pay and bonus provisions which relate to the HSRC's estimated liabilities arising as a result of services rendered by employees. Bonus provision is payable in the birthday month of the employee and leave provision reduces when an employee takes official leave days or leaves the HSRC and the leave is paid out to the employee.

Analysis of movements in provisions

Annual bonus

Opening balance	3 147	2 892
Additional provision	6 576	5 778
Amounts paid out during the year	(6 196)	(5 523)
Closing balance	<u>3 527</u>	<u>3 147</u>

Provision for leave

Opening balance	9 765	9 149
Additional provision	9 114	11 827
Amounts paid out during the year	(1 636)	(2 644)
Amounts utilised during the year	(6 940)	(8 567)
Closing balance	<u>10 303</u>	<u>9 765</u>

Human Sciences Research Council

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

21 Reconciliation of net cash flows from operating activities to surplus

	2012 March R'000	2011 March R'000
Surplus for the year	4 581	619
Adjustment for:		
Depreciation and amortisation	12 371	10 414
Losses/(Gains) on sale of property, plant and equipment	774	(56)
Increase in provisions relating to employee cost	918	871
Impairment (gain)/loss in movement on receivables	(2 857)	2 207
Inventory written-off	-	845
Net foreign exchange loss	93	414
Other adjustments	(94)	-
Items disclosed separately		
Receipts of sales of assets	(1 563)	(61)
Operating surplus before working capital changes:	14 223	15 253
(Increase)/decrease in inventories	(455)	1 250
Decrease in trade receivables	2 454	10 228
(Increase)/decrease in other receivables	(2 760)	1 045
Decrease/(increase) in prepayments	2 449	(2 608)
(Increase)/decrease in VAT receivable	(4 064)	3 837
Increase/(decrease) in trade payables	8 021	(9 313)
Decrease in post-retirement medical benefit	(407)	(29)
(Decrease)/increase in VAT payable	(2 400)	2 400
Increase/(decrease) in income received in advance	33 555	(2 197)
Movement in lease accruals	(128)	(994)
Movement in lease commitments	(17)	(371)
Cash generated by operations	50 471	18 501

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

	2012	2011
	March	March
	R'000	R'000

22 Post-retirement medical benefits

22.1 Defined contribution plan

As from 1 August 1997, post-retirement medical benefits were provided by membership of a Provision Fund administered by Liberty Group Limited.

The HSRC, for staff who did not belong to the medical aid scheme on 1 August 1997, contributes a monthly amount of R100 to the fund on behalf of the members. The HSRC, for staff who joined the service of the HSRC after 1 April 1998, irrespective of whether they joined the medical aid scheme or not, contributes an amount of R100 per month to the fund on behalf of the members.

Present value of obligation	2 985	3 391
Liability recognised in the balance sheet	2 985	3 391
Current service cost		
Present value of obligation at beginning of year	3 391	3 420
Interest cost	249	314
Current service cost	10	9
Benefits paid	(461)	(397)
Actuarial (gain)/loss on obligation	(204)	45
Present value of obligation at year end	2 985	3 391

22.2 Liabilities

The liabilities for the HSRC with regard to subsidies in respect of continuation member health care costs can reasonably be regarded as the following:

- The liability in respect of existing continuation members
- The liability in respect of members in active employment

For the members in active employment, the total liability is normally assumed to accrue evenly over the full potential period of active membership starting from the date of joining the HSRC up to the date of death, disability or retirement.

The result of these calculations is an estimate of the cost of these subsidies, based on assumptions regarding the future experience, and does not influence the actual cost of these subsidies. The actual cost will be determined by the actual experience in the future.

The previous assessment of the liability with regard to subsidies in respect of continuation member healthcare costs was done on 31 March 2011. The next assessment of the liabilities needs to be performed at the next financial year end.

Human Sciences Research Council

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

22.3 Particulars of the liabilities

In respect of the members in active employment, the employer subsidises 50% of the subscription (excluding contributions towards a medical savings account) to the applicable Discovery Health Comprehensive Plan at retirement. The subsidy amount will not increase after retirement. However, at death of the member or the member's spouse, whichever occurs first, the subsidy will reduce to the same percentage of the subscription for a single life as at the date of retirement. It has been assumed that this member will belong to the Discovery Health Comprehensive Essential Plan at retirement.

Continuation members of the HSRC do not receive a certain percentage subsidy of each member's medical aid premium after retirement, but receive a fixed amount based on an actuarial calculation when the member retires. This amount does not increase annually and the full subsidy is payable to the member's dependant on death of the member or to the member on death of the member's dependant, if any.

22.4 Particulars of the liabilities

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

	Number of members		Average past service – years	
	2012	2011	2012	2011
Male members	1	1	21	20
Total/weighted average	1	1	21	20

The average age of these members was 44.6 years as at 31 March 2012 compared to 41.5 years in respect of the active members as at 31 March 2011.

Details of the continuation members as at reporting date:

	Number of members		Average subsidy per month – R's		Average weighted age – years	
	2012	2011	2012	2011	2012	2011
Male members	34	41	581	588	76	76
Female members	41	43	410	407	79	79
Total/weighted average	75	84	496	498	78	78

22.5 Valuation results

The results of the current valuation compared to the results as at 31 March 2012 are as follows:

22.5.1 Accrued liabilities

	2012 March R'000	2011 March R'000
Liabilities in respect of:		
Members in active employment	125	104
Current continuation members	2 860	3 287
Total	2 985	3 391

The calculation of liabilities is based on the subsidies that are to be paid in the future and not based on the expected medical utilisation. This does not include any allowance for any potential cross-subsidy liability that may arise. The cross-subsidy liability is not required for IAS19/GRAP25 recognition purposes.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

22 Post-retirement medical benefits (continues)

22.5 Valuation results (continues)

22.5.1 Accrued liabilities (continues)

Costs for the period 1 April 2011 to 31 March 2012:

	Interest cost R'000	Service cost R'000
Members in active employment	7	10
Current continuation members	242	-
Total	249	10

The total liability has reduced by 12% (R406 241) since the last valuation. This decrease is as a net result of the following factors:

The active employed member liability has increased by 20% over the year due to the following factors:

- The liabilities have increased due to increases in the employer's subsidy and past service.
- The net change in the assumption in respect of the discount rate and the medical inflation rate has decreased the liabilities.
- The increase in future life expectancy due to lower mortality rate assumptions.

The total active employed member liability has also increased by 20% as there was no change in the number of eligible current members.

The average continuation member liability has reduced by 3% due to the following factors:

- A decrease in the average subsidy and an expected reduction in the number of dependants.
- This was offset by a reduction in the discount rate and lighter mortality assumptions.

The total continuation member liability has decreased by 13% due to the above and because of the reduction in the number of continuation members.

In order to show the sensitivity of the key assumption used in calculating the liabilities in respect of the active members, the effect was calculated on an increase or decrease of 100 basis points in the medical inflation assumption. The results are as follows:

Assumption	Variation	Accrued liability in respect of active members R'000	% change in total accrued liability %
Medical inflation +	100 basis points	123	17.5
Medical inflation -	100 basis points	101	3

The liability in respect of current continuation members remains R2 860 000 (2011: R3 287 000) under both scenarios since it is not affected by medical inflation.

Human Sciences Research Council

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

22 Post-retirement medical benefits (continues)

22.5 Valuation results (continues)

22.5.2 Mortality

No mortality rates have been used in respect of the period before retirement. In respect of the period after retirement, the published PA90 (ultimate) mortality tables for males and females respectively were used.

22.5.3 Interest and inflation rate

The basis for the valuation should be based on current market conditions. The expected inflation assumption of 5.72% was obtained from the differential between market yields on index-linked bonds consistent with the estimated term of the liabilities (1.56%) and those of nominal bonds (7.87%) with a risk premium adjustment for the uncertainty implicit in guaranteeing real increases (0.50%). It is noteworthy that this assumption only applies to actively employed members.

The following valuation assumptions were used compared to the assumptions as at 31 March 2011 which are consistent with the requirements of IAS19:

	% per annum	
	2012	2011
Discount rate	7.9	9.1
General inflation rate	6.0	6.3
Medical inflation rate	7.5	9.3
Subsidy increase rate in respect of continuation members	-	-
Net effective discount rate - in-service	0.4	
Net effective discount rate - retirees	7.9	

The healthcare cost inflation rate for in-service members is used to estimate the employee's subsidy at retirement.

22.5.4 Withdrawals

No withdrawal assumptions were used for the valuation.

22.5.5 Early retirements

An average age was assumed at retirement of 60 years in respect of all members and that the full subsidy will be paid irrespective of the number of years' service.

22.5.6 Number of dependants

HSRC has assumed that at retirement the member will have one dependant, being a spouse.

HSRC has used the actual number of dependants of the continuation members as provided.

HSRC has also assumed that a wife will be 5 years younger than her husband.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

22 Post-retirement medical benefits (continues)

22.5 Valuation results (continues)

22.5.7 Amount of subsidy

For the continuation members, the monthly subsidies as at 31 March 2012 was used.

For the active member, the monthly subscription projected (excluding contributions towards a medical savings account) as at 31 March 2012 using the subscription at 1 January 2012, together an assumption of 7.5% (2011: 9.3%) per annum for medical inflation between 1 January 2012 and 31 March 2012. The resultant values are as follows:

Discovery Health – Essential Comprehensive Essential Plan

	2012 R
Principal member	2 320
Adult dependant	2 191
Child dependant	463

22.5.8 Analysis of the movement in the liability

	2012 R
Contribution to actuarial loss:	
Basis change: decrease in net discount rate	395 553
Basis change: lighter mortality assumption	98 930
Medical inflation higher than assumed	5 457
Change in membership profile different from assumed	(704 249)
Actuarial (gain)/loss for the period	(204 309)

The above table analyses the extent of unexpected increases or decreases in the liability over the period, from the previous valuation date to the current valuation date.

22.5.9 Analysis of past year and future projected liability

	Year ending 31/03/2012 R	Year ending 31/03/2013 R	Year ending 31/03/2014 R
Opening accrued liability	3 391 000	2 984 759	2 770 178
Current service cost	9 819	6 350	6 850
Interest cost	249 081	217 957	201 070
Contributions (benefits paid)	(460 832)	(438 888)	(438 888)
Total annual expense	(201 932)	(214 581)	(230 968)
Actuarial loss/(gain)	(204 309)	-	-
Closing accrued liability	2 984 759	2 770 178	2 539 210

Human Sciences Research Council

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

23 Contingent liabilities

Pending claims

All the claims are being contested based on legal advice. It is highly unlikely that any contingent liability exists.

Accumulated surpluses

In terms of section 53(3) of the PFMA, a public entity may not accumulate surplus funds without approval from the National Treasury. Approval has been requested from the National Treasury to retain surpluses amounting to R4 581 000, however, the entity is still awaiting approval. If the approval is not granted, the entity will be liable to repay the surpluses amounting to R4 581 000.

24 Events after the reporting date

HSRC has had a long outstanding dispute with one of its research partners, Lesotho Highlands Development Authority (LHDA). LHDA refused to pay the HSRC for research performed to the amount of R1 769 553.00. This amount was written off during the financial year ended 31 March 2009. Subsequent to a meeting held between LHDA and HSRC officials, on 16 May 2012, the LHDA accepted to settle this matter by paying the HSRC R1 000 000.00 and all legal costs incurred to date. The payment has not been received as yet.

25 Taxation

No provision has been made for taxation as the HSRC is exempt from tax in terms of section 10 (1) (Ca)(i) of the Income Tax Act, 1962 (Act No 58 of 1962).

26 Going concern assumption

The annual financial statements have been prepared on a going concern basis.

27 Standards issued and not yet effective

At the date of authorisation of these financial statements, the following accounting standards of Generally Recognised Accounting Practise (GRAP) were in issue, but not yet effective:

GRAP 18 - Segment reporting

GRAP 20 - Related parties (early adoption)

GRAP 21 - Impairment of non-cash generating assets (early adoption)

GRAP 23 - Revenue from non-exchange transactions (taxes and transfers) (early adoption)

GRAP 24 - Presentation of budget information in financial statements (early adoption)

GRAP 25 - Employee benefits (early adoption)

GRAP 26 - Impairment of cash generating assets (early adoption)

GRAP 104 - Financial instruments (early adoption)

GRAP 105 - Transfer of functions between entities under common control

GRAP 106 - Transfer of functions between entities not under common control

GRAP 107 - Mergers

Management believes that the adoption of these standards in future periods will have no material impact on the financial statements when they are adopted as these standards have been used to formulate and inform the current accounting policies and disclosures where applicable to the HSRC. Early adoption of some of these standards of GRAP, as indicated, will not affect the previous years' financial results as the standards have been used to formulate and inform the accounting policies adopted and disclosures made in prior years.

Application of all of the above GRAP standards will be effective from a date to be announced by the Minister of Finance. This date is not currently available.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

28 Significant accounting judgements, estimates and assumptions (continues)

The preparation of HSRC financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, and the disclosure of contingent liabilities, at the reporting date. However, uncertainty about these assumptions and estimates could result in outcomes that require a material adjustment to the carrying amount of the asset or liability affected in future periods.

Judgements

In the process of applying the HSRC accounting policies, management has made the following judgements which have the most significant effect on the amounts recognised in the financial statements:

Operating lease commitments – HSRC as lessor

HSRC has entered into commercial property leases on buildings. HSRC has determined, based on evaluation of the terms and conditions of the arrangements, that it retains all the significant risks and rewards of ownership of these properties and so accounts for these contracts as operating leases.

Estimates and assumptions

The key assumptions concerning the future and other key sources of estimation uncertainty at the balance sheet date, that have significant risk of causing material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below:

Property, vehicles, plant and equipment and intangible assets

Property, vehicles, plant and equipment and intangible assets are depreciated over their useful life taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In reassessing asset lives, factors such as technological innovation and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values.

Impairment testing

Property, vehicles, plant and equipment and intangible assets are considered for impairment if there is a reason to believe that impairment may be necessary. The future cash flows expected to be generated by the assets are projected taking into account market conditions and the expected useful lives of the assets. The present value of these cash flows, determined using an appropriate discount rate, is compared to the current carrying value and, if lower, the assets are impaired to the present value.

Revaluation of property, plant and equipment

HSRC measures its land and buildings at revalued amounts with changes in fair value being recognised in statement of changes in net assets. The entity engaged independent valuation specialists to determine fair value as at 31 March 2009. The key assumptions used to determine the fair value of the land and buildings are further explained in Note 14.

Fair value of financial instruments

Where the fair value of financial assets and financial liabilities recorded in the statement of financial performance cannot be derived from active markets, they are determined using valuation techniques including the discounted cash flows model. The inputs to these models are taken from observable markets where possible, but where this is not feasible, a degree of judgement is required in establishing fair values. The judgements include considerations of inputs such as liquidity risk, credit risk and volatility. Changes in assumptions about these factors could affect the reported fair value of financial instruments.

Pension benefits

The cost of defined benefit pension plans and other post-employment medical benefits as well as the present value of the pension obligation is determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, expected rates of return of assets, future salary increases, mortality rates and future pension increases. All assumptions are reviewed at each reporting date.

Future salary increases and pension increases are based on expected future inflation rates. For details about the assumptions used are given in Note 22.

Human Sciences Research Council
NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2012

29 Related parties

The HSRC is a schedule 3A National Public Entity in terms of the Public Finance Management Act (Act 1 of 1999 as amended) and therefore falls within the national sphere of government. As a consequence the HSRC has a significant number of related parties being entities that fall within the national sphere of government.

Unless specifically disclosed, these transactions are concluded on an arm's length basis. There are no restrictions in the HSRC's capacity to transact with any entity.

29.1 Transactions with related entities

The following is a summary of transactions with related parties during the year and balances due at year end:

Notes	Services rendered				Services received			
	2011/12		2010/11		2011/12		2010/11	
	Transactions R'000	Balance R'000	Amount included in bad debts provision as at 31 March 2012 R'000	Transactions R'000	Balance R'000	Amount included in bad debts provision as at 31 March 2011 R'000	Transactions R'000	Balance R'000
Major public entities and departments								
Development Bank of Southern Africa	-	-	-	-	-	-	10	-
South African Medical Research Council	28	28	-	11	-	-	363	218
National Research Foundation	1 010	18	-	288	-	-	-	-
South African Broadcasting Commission (SABC)	24	24	24	-	-	-	-	-
State Information Technology Agency (SITA)	-	-	-	-	-	-	630	609
South African Qualifications Authority (SAQA)	5	-	-	-	-	-	6	(6)
South African Post Office	-	-	-	-	-	-	2 754	232
Telkom South Africa Limited	-	-	-	-	-	-	-	624
Department of Science and Technology	8 640	743	-	-	-	-	59	(10)
National Energy Regulator of South Africa (NERSA)	-	-	-	322	38	38	-	-
National Prosecuting Authority of South Africa	74	74	-	3 445	-	-	-	-
National Youth Development Agency	700	-	-	350	-	-	-	-
Department of Social Development	1 372	148	3	176	30	15	-	-
Department of Arts and Culture	-	-	-	151	314	314	-	-
Department of Basic Education	11 758	487	-	8 304	6 726	-	-	-
Department of Higher Education and Training	17 042	811	-	43	5	-	-	-
Department of Home Affairs	1 497	-	-	1 497	-	-	-	-
Department of Traditional Affairs	-	-	-	3 296	-	-	-	-
Department of Rural Development and Land Reform	-	-	-	1 768	-	-	-	-
Department of Labour	4 530	-	-	3 770	-	-	-	-
Department of Public Works	17 831	2 981	-	16 222	826	-	-	-
Department of Economic Development	-	-	-	935	182	-	-	-
Subtotal	64 511	5 314	27	40 578	8 121	367	3 763	835
								3 701
								1 058

Human Sciences Research Council
NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

29 Related parties (continues)

29.2 Major public entities and departments

	Services rendered				Services received				
	Year ending 31 March 2012		Year ending 31 March 2011		Year ending 31 March 2012		Year ending 31 March 2011		
	Transactions	Balance	Amount included in bad debts provision as at 31 March 2012	Transactions	Balance	Amount included in bad debts provision as at 31 March 2011	Transactions	Balance	
R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	
Notes									
Legal Aid Board	-	-	-	7	-	-	-	-	-
National Department of Health	10 760	-	-	1 445	-	-	-	-	-
South African National Defence Force	55	-	-	-	-	-	-	-	-
Sport and Recreation South Africa (SRSA)	470	-	-	2 936	1 346	-	-	-	-
Financial Services Board	4 058	1 623	-	474	190	-	-	-	-
National Department of Human Settlements	-	-	-	3	-	-	-	-	-
The Presidency	1 516	-	-	442	-	-	-	-	-
The Presidential Review Committee	2 844	-	-	799	-	-	-	-	-
Council for Scientific and Industrial Research (CSIR)	171	-	-	929	516	-	7 904	7 496	1 037
Services SETA	-	-	-	1 175	1 175	-	-	-	-
National Planning Commission	358	-	-	48	48	-	-	-	-
Department of Agriculture, Forestry and Fisheries	1 705	-	-	-	-	-	-	-	-
Department of Energy	1 459	-	-	-	-	-	-	-	-
Department of Correctional Services	2	-	-	-	-	-	-	-	-
Eskom Holdings Limited	17	-	-	-	-	-	-	-	-
University of KwaZulu-Natal	82	45	-	-	-	-	65	-	302
University of Witwatersrand	53	40	-	-	-	-	270	-	5 301
Subtotal	23 550	1 708	-	8 258	3 275	-	8 239	7 496	7 278
TOTAL	88 061	7 022	27	48 836	11 396	367	12 002	8 331	10 979
Other key disclosure									
(i) Board member Prof T Pillay is employed by the University									
(ii) Board member Prof E Webster is a researcher at the University									

Human Sciences Research Council

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

29 Related parties (continues)

29.3 Fees paid to board members and executive management salaries:

	Year ending 31 March 2012				Year ending 31 March 2011
	Gross remuneration	Performance bonus	Other allowances	Total	Total
	R	R	R	R	R
Prof R Hassan	3 498	-	-	3 498	9 434
Prof A Lourens (also serves on the Audit and Risk Committee)	17 488	-	2 088	19 576	23 163
Prof P Naidoo (resigned 31 May 2010)	-	-	-	-	10 196
Mrs P Nzimande	23 289	-	-	23 289	49 892
Prof L Qalinge	30 687	-	-	30 687	37 440
Prof E Webster	13 990	-	-	13 990	10 492
Prof T Pillay	36 008	-	-	36 008	2 300
Dr B Tema	66 896	-	2 813	69 709	5 246
Dr O Shisana (ex officio as CEO)	2 205 554	120 467	182 726	2 508 747	2 309 314
Prof A Sawyerr (resigned 31 August 2011)	5 508	-	450	5 958	10 492
Prof P Zulu (also serves on the Audit and Risk Committee)	81 116	-	-	81 116	30 481
Prof E Uliana (appointed 1 January 2012)	35 739	-	-	35 739	-
Prof A Olukoshi (appointed 1 January 2012)	8 262	-	-	8 262	-
Executive Management	10 827 834	209 376	807 170	11 844 380	11 592 743
Total	13 355 869	329 843	995 247	14 680 959	14 091 193

29.4 The following is a list of Executive Management for the years ended 31 March 2012 and 31 March 2011

For the year ending 31 March 2012			For the year ending 31 March 2011		
Name	Position	Date/(Period) of appointment	Name	Position	Date of appointment
Dr O Shisana	Chief Executive Officer (CEO)	01/08/2005	Dr O Shisana	Chief Executive Officer (CEO)	01/08/2005
Dr BST Masilela	Deputy Chief Executive Officer - Research (DCEO:R)	01/11/2010	Dr BST Masilela	Deputy Chief Executive Officer - Research (DCEO:R)	01/11/2010
Mr AP Pedlar	Deputy Chief Executive Officer - Operations (DCEO:OPS)/Acting CFO	01/11/2010	Mr AP Pedlar	Deputy Chief Executive Officer - Operations (DCEO:OPS)	01/11/2010
Ms A Ohlson**	Chief Financial Officer (CFO)	01/07/2008–31/01/2012	Ms A Ohlson	Chief Financial Officer (CFO)	01/07/2008
Dr U Pillay	Executive Director	01/01/2002	Dr U Pillay	Executive Director	01/01/2002
Prof MR Mabugu	Executive Director	01/12/2010	Prof MR Mabugu	Executive Director	01/12/2010
Dr V Reddy	Executive Director	01/07/2007	Dr V Reddy	Executive Director	01/07/2007
Prof LC Simbayi	Executive Director	01/07/2009	Prof LC Simbayi	Executive Director	01/07/2009
Prof D Labadarios	Executive Director	01/08/2008	Prof D Labadarios	Executive Director	01/08/2008
Prof A Bhana	Executive Director	01/12/2011	Prof A Bhana	Acting Executive Director	01/07/2010–31/03/2011
Prof A Bhana	Acting Executive Director	01/04/2011–31/05/2011	Dr MA Altman*	Executive Director	01/02/2002
Prof V Reddy	Acting Executive Director	01/06/2011–30/11/2011	Prof LM Richter*	Executive Director	01/07/2001
Dr N Bohler-Muller	Acting Executive Director	01/03/2012–31/03/2012	Dr A Kanjee#	Executive Director	01/05/2001

** Services terminated on 31 January 2012

Resigned during the financial year ended 31 March 2011

* Replaced as Executive Director during the financial year ended 31 March 2011

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

30 Prior period errors – Adjustments

The following prior period errors have been identified and the specific effect on financial statements have been set out in Note 30.1. These errors have been corrected and comparatives restated accordingly and rounded off (R'000). The effect on previously reported financial statements is also indicated:

To enhance presentation and provide more detailed information to the users, additional disclosure items have been added in this set of financial statements. Such adjustments had no financial impact on the surplus of the HSRC and as such were not disclosed separately. Items, disclosed below, are those that had an impact on the results previously reported.

These prior period errors have no tax effect as the HSRC is exempt in terms of the Income Tax Act.

30.1 Overstated research revenue (accounting policy) and long outstanding items

- Financial year ended 31 March 2010

	R'000
Increase in investigation account	87
Increase in pensioners clearing account	44
Increase in retained earnings	(131)
Write-off of long outstanding items	
Decrease in retained earnings	94
Increase in income received in advance	(94)
Decrease in income received in advance	19
Increase in retained earnings	(19)

Research revenue from donors (local and foreign) was incorrectly accounted for in the previous financial years. The restatement was performed to align revenue recognition with the stage of completion method as stipulated by GRAP 9 on exchange transactions relating to rendering of services.

Net impact on returned earnings	
Increase in returned earnings (opening balance 1 April 2011)	(56)
Increase in current assets	131
Increase in income received in advance	(75)

- Financial year ended 31 March 2011

Increase in administration expenses	3
Increase in income in advance	(444)
Increase in other operating revenue	(57)
Decrease in research costs	(3)
Decrease in research revenue	426
Decrease in trade and other payables from exchange transactions	33
Increase in trade and other receivables from exchange transactions	42

Research revenue from donors (local and foreign) was incorrectly accounted for in the previous financial years. The restatement was performed to align revenue recognition with the stage of completion method as stipulated by GRAP 9 on exchange transactions relating to rendering of services. Expenditure was also adjusted where misstatements were identified.

Human Sciences Research Council

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

31 Irregular expenditure

	2012 March R'000		2011 March R'000
Opening balance	20 337		16 813
Irregular expenditure - current year	559 ***		-
Irregular expenditure - condoned	(3 524) *		3 524
Irregular expenditure - condoned	(16 813) **		-
Irregular expenditure awaiting condonement	559 ****		20 337

Analysis of irregular expenditure

* Amount condoned, in line with PFMA regulations, included an amount of R3 305m which was uncovered from the forensic investigation conducted on the HSRC's Chief Financial Officer during the 2010/2011 financial year. The CFO was relieved from duty after the hearing and disciplinary process that was conducted and completed during the 2011/2012 financial year.

**This condonement was approved in line with PFMA regulations. Expenditure incurred related to research activities undertaken with specific suppliers as per external funders requirements, hence three quotations could not be obtained. Approval for deviation, prior to engaging supplier, had been granted by the Bid Adjudication Committee (BAC).

***Irregular expenditure was as a result of failure to obtain three quotations due to specific external funders requirements. The deviations were approved by the BAC.

****Amount condoned after year end.

32 Fruitless and wasteful expenditure

	2012 March R'000		2011 March R'000
Opening balance	4		3
Fruitless and wasteful expenditure - current year	-		1
Fruitless and wasteful expenditure - condoned	(4)		-
Fruitless and wasteful expenditure awaiting condonement	-		4

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

33 Statement of comparison of approved budget to actual results

(Both annual budget and financial statements adopt accrual basis)

	Budget notes	2012 R'000 Actual results	2012 R'000 Approved budget	Percentage achieved	Variance
Revenue		350 533	336 334	104%	14 199
Research revenue	33.1	143 052	140 000	102%	3 052
Parliamentary grants	33.2	173 750	173 750	100%	-
Parliamentary grants - Ring-fenced	33.2	7 100	7 100	100%	-
Other operating revenue	33.4	26 631	15 484	172%	11 147
Expenses		(345 952)	(336 334)	103%	(9 618)
Administrative expenses	33.5	(45 595)	(60 938)	75%	15 343
Research cost	33.6	(93 269)	(76 813)	121%	(16 456)
Staff cost	33.7	(170 907)	(173 475)	99%	2 568
Other operating expenses	33.8	(23 810)	(21 136)	113% ¹	(2 674)
Depreciation, amortisation and impairment expense	33.9	(12 371)	(3 972)	311%	(8 399)
Surplus for the year		4 581	-	-100%	4 581

The budget was approved by the HSRC Board and submitted to the executive authority in terms of section 53(1) of the PFMA.

Explanatory notes

33.1 Research revenue

Research revenue target largely achieved due to the HSRC's continued appeal to donor international community in delivering ground-breaking research. Along with our long-term partners who have funded large numbers of our multi-year projects, DFID came on board in the last quarter of the financial year funding the SANHANES project which kick-started the fourth of our financial year, with a budget exceeding R40m. This in addition to other projects that were in progress resulted in the HSRC attaining its external income target.

Human Sciences Research Council

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

33.2 Parliamentary grants

The full parliamentary grant allocation received from the Department of Science and Technology (DST) was received and fully utilised during the period under review, in line with the HSRC's mandate as stipulated in the HSRC's Act No 17 of 2008, HSRC's Strategy and Annual Performance Plan (2011/2012 financial year), as presented to the Minister of DST and Parliament.

33.3 Parliamentary grants – Ring-fenced

The ring-fenced allocation received from the Department of Science and Technology (DST) was received and fully utilised during the period under review, in line with the HSRC's mandate as stipulated in the HSRC's Act No 17 of 2008, HSRC's Strategy and Annual Performance Plan (2011/2012 financial year), as presented to the Minister of DST and Parliament. This allocation was earmarked for Science and Technology indicators and was exclusively used for that purpose.

33.4 Other operating revenue

Other operating revenue is mainly generated from our rental agreement with Department of Public Works, publication sales, cafeteria sales to the HSRC staff and the public as well as interest earned on unused funds (mainly the parliamentary grant). Target was surpassed due to an insurance recovery from the generator amounting to R1.5 million as well as other streams of income generating more income than anticipated. Most of these funds are utilised to augment the parliamentary grant in the maintenance of the building and other operational costs within the HSRC.

33.5 Administrative expenses

Austerity measures were implemented to reduce administration costs so as to channel more funding towards research related costs and fixed operational expenses. Cost-cutting measures, which include reduction in use of consultants on administrative work, energy-saving measures and conducting meetings via teleconferences are but some of the measures implemented successfully during the 2011/2012 financial year.

33.6 Research cost

Research costs increase in line with increase in research revenue as a result of the HSRC attracting more research work during the just ended financial year.

33.7 Staff costs

Increase when compared to previous financial year necessitated by salary increases negotiated with the unions. 7% was discussed and agreed for the 2011/2012 financial year. However amount spent was within budgeted amount.

33.8 Other operating expenses

Increased costs of maintaining the HSRC building coupled with other fixed costs which include water and lights have resulted in the increase noted on other operating costs.

33.9 Depreciation, amortisation and impairment expense

Increased additions, revaluation of the HSRC building and reassessment of leased assets useful lives resulted in the increase noted on this expenditure item.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

34 Financial instruments

Financial Instruments consist of receivables, payables, finance leases and cash and cash equivalents. In the case of all financial instruments, the carrying value approximates the fair value based on the discounted cash flow method which was used to estimate the fair value. As at 31 March 2012 the carrying amounts and fair values for the financial assets or Liabilities was as follows:

	Note	2012 March		2011 March	
		Carrying amount	Fair value	Carrying amount	Fair value
		R'000	R'000	R'000	R'000
Financial assets					
Cash and cash equivalents	9	67 506	67 506	28 370	28 370
Trade and other receivables	10	29 176	29 176	25 683	25 683
		96 682	96 682	54 053	54 053
Financial liabilities					
Measured at amortised cost					
Trade and other payables	16	29 263	29 263	21 241	21 241
Current finance lease liability	18	430	430	3 572	3 572
		29 693	29 693	24 813	24 813

In the course of the HSRC operations, the entity is exposed to interest rate, credit, liquidity and market risk. The HSRC has developed a comprehensive risk strategy in order to monitor and control these risks. The risk management process relating to each of these risks is discussed and disclosed under the headings below:

Interest rate risk

The HSRC manages its interest rate risk by fixing rates on surplus cash funds using short- to medium-term fixed deposits. The HSRC's exposure to interest rate risk and the effective rates applying on the different classes of financial instruments is as follows:

	Note	Effective interest rate (fluctuating)	2012 March			2011 March		
			Less than 12 months	1 – 5 years	Total	Less than 12 months	1 – 5 years	Total
			R'000	R'000	R'000	R'000	R'000	R'000
Financial assets								
Current accounts	9	4.00%	17 780	-	17 780	6 467	-	6 467
Short-term investments accounts	9	5.50%	49 726	-	49 726	21 903	-	21 903
Trade and other receivables	10	0.00%	29 176	-	29 176	25 683	-	25 683
Total financial assets			96 682	-	96 682	54 053	-	54 053
Financial liabilities								
Measured at amortised cost								
Trade and other payables	16	0.00%	29 263	-	29 263	21 241	-	21 241
Current finance lease liability	18	10.00%-13.5%	430	974	1 404	3 572	1 406	4 978
Total financial liabilities			29 693	974	30 667	24 813	1 406	26 219
Net financial assets/(liabilities)			66 989	(974)	66 015	29 240	(1 406)	27 834

Human Sciences Research Council

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2012

34 Financial instruments (continues)

Credit risk

Financial assets, which potentially subject the HSRC to the risk of non-performance by counter-parties and thereby subject to credit concentrations of credit risk, consist mainly of cash and cash equivalents and trade receivables from non-exchange transfers. Trade receivables are presented net of the allowance for doubtful debts. The HSRC manages/limits its treasury counter-party exposure by only dealing with well-established financial institutions approved by National Treasury through the approval of their investment policy in terms of Treasury Regulations. In addition, the credit risk exposure emanating from trade receivables is not considered significant as trade is largely conducted with reputable research partners who have had and maintained good relationships with the HSRC in the past. Thus HSRC's significant concentration risk is with its research partners. The analysis of ageing of receivables that are 30 days and older is as follows:

Note	2012 Less than 12 months			2011 March		
	Current R'000	30 days and above R'000	Total R'000	Current R'000	30 days and above R'000	Total R'000
Trade and other receivables	23 258	5 918	29 176	14 658	11 025	25 683
	23 258	5 918	29 176	14 658	11 025	25 683
Percentage analysis	80%	20%	100%	57%	43%	100%

Liquidity risk

The HSRC manages liquidity risk through proper management of working capital, capital expenditure and actual versus forecast cash flows, and its cash management policy. Adequate reserves and liquid resources are also maintained. Budgets are prepared annually and analysed monthly against performance to ensure liquidity risks are monitored.

Market risk

The HSRC is exposed to fluctuations in the employment market. For example sudden increases in unemployment and changes in the wage rates. No significant events occurred during the year that the HSRC is aware of.

Fair values

The HSRC's financial instruments consist mainly of cash and cash equivalents, payables and receivables. No financial instrument was carried at an amount in excess of its fair value and fair values could be reliably measured for all financial instruments. The following methods and assumptions are used to determine the fair value of each class of financial instruments:

Cash and cash equivalents

The carrying amount of cash and cash equivalents, and held-to-maturity financial assets approximates fair value due to the relatively short- to medium-term maturity of these financial assets.

Other receivables from exchange transactions

The carrying amount of other receivables from exchange transactions approximates fair value due to the relatively short-term maturity of these financial assets.





HUMAN RESOURCE MANAGEMENT

Human Resource Management

This section deals with the people aspect of our five-year strategy focusing on key challenges and highlights during the period under review.

Skilled and experienced staff and sufficient levels of funding are key inputs to support the work of the HSRC. One of the key challenges facing the HSRC is the competition for qualified research staff in academia, the public sector and the private sector. As a result, the number of senior research staff in the HSRC has declined. Hence, the need to focus on growing new research staff by means of trainee programmes, retain researchers and increase joint appointments.

According to current projections, the HSRC will have to secure a greater portion of external research income in the next few years to retain its current staffing and budget levels. This pressure is bound to increase as major additional capital or research projects are undertaken.

Expenditure

The following table summarises the overall HSRC spending on human capital during the period under review.

Total expenditure (R'000)	Personnel expenditure (R'000)	Training expenditure (R'000)	Personnel cost as a percentage of total expenditure
336 334	170 907	1 788	51%

Employment and vacancies

At the beginning of the financial year 2011/2012, the HSRC had a staff complement of 493 permanent employees. The total number of staff who joined the HSRC during the year amounted to 73 and there were 109 terminations resulting in 457.

The following table presents the number of employees at the HSRC as at 31 March 2012.

Occupational levels	Total
Top management	12
Senior management	145
Professionals	118
Skilled	40
Semi-skilled	142
TOTAL	457

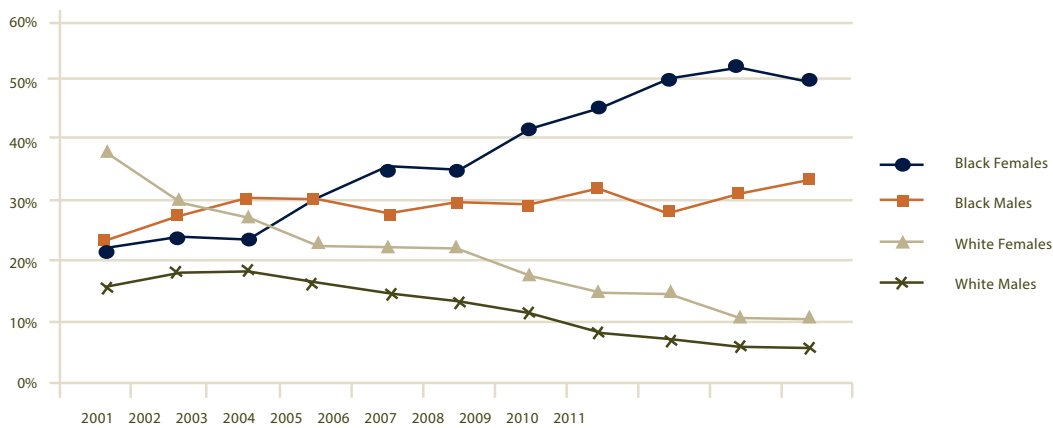
Employment equity

The HSRC is committed to transformation that reflects South African demographics and as such, has set targets to monitor its progress in this regard. At the end of the financial year the HSRC managed to achieve 46.3% senior researchers who are African. In terms of its Employment Equity Plan (EEP), the HSRC achieved 59.7% African representation, which compares favourably with its target of 60%.

The following table, based on the requirements of the Employment Equity Act (No 55 of 1998) presents the total number of employees (including employees with disabilities) in each of the following occupational levels as at 31 March 2012.

Occupational levels	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top management	2	1	1	2	3	0	1	2	12
Senior management	25	13	6	18	30	12	5	36	145
Professionals	19	3	4	5	45	19	7	16	118
Skilled	11	-	-	1	17	7	2	2	40
Semi-skilled	55	4	1	2	66	11	0	3	142
TOTAL	112	21	12	28	161	49	15	59	457

The HSRC continues to monitor its progress in terms of overall racial and gender representation. The figure below shows that the HSRC should in future appoint more males in some categories of employment.



Performance rewards

To encourage performance, the HSRC has granted the following rewards during the 2010/2011 fiscal year. The information is presented in terms of occupational levels.

Occupational levels	Beneficiary profile			Total cost (R'000)
	Number of beneficiaries	Total number of employees in group	% of total within group	
Top management	7	14	50.00%	R432
Senior management	82	164	50.00%	R2 653
Professionals	83	133	62.41%	R1 269
Skilled	21	47	44.68%	R188
Semi-skilled	82	192	42.71%	R272
TOTAL	275	550		R4 815

Foreign workers

The table below summarises the employment of foreign nationals in the HSRC in terms of occupational levels.

Occupational level	1 April 2011		31 March 2012		Change	
	Number	% of total	Number	% of total	Number	% Change
Top management	2	6.9	2	5.7	0	0
Senior management	17	58.6	20	57.1	3	50
Professionals	2	6.9	3	8.6	1	16.67
Skilled	6	20.7	7	20	1	16.67
Semi-skilled	2	6.9	3	8.6	1	16.66
TOTAL	35	100%	35	100	6	100

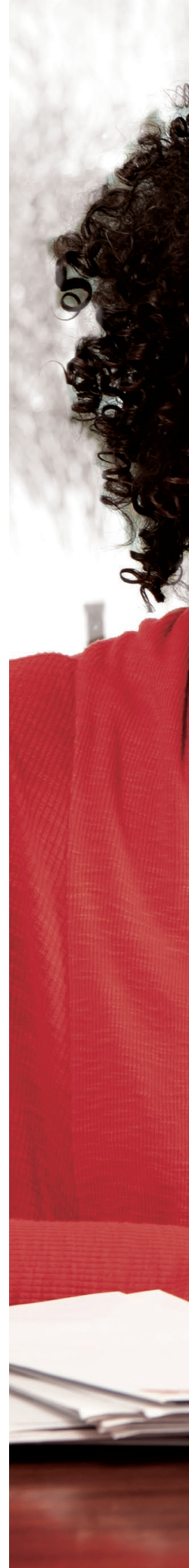
Leave utilisation

Please refer to Note 20 of the audited annual financial statements on page 134 of this report.

HIV/AIDS and health promotion programmes

A total of 96 staff members have accessed the employee assistance programme seeking interventions on issues ranging from life management, professional counselling, child and family care, stress, relationship issues, HIV, mental illness, money management, legal issues, health and lifestyle as well as loss issues with the view to improve their general wellness at work.

This has allowed the employees to take charge and responsibility of their own wellbeing by taking the first steps in seeking assistance. Employees are guided, coached, educated and empowered on options and actions to increase mental wellness, energy, resilience, life and job satisfaction, healthy lifestyles and healthy choices as well as how to reduce stress and feelings of guilt, inability, incompetence and devastation. The significance of this programme is that all these levels of assistance are easily accessible at the need from and the readiness of the employee. Since issues are dealt with while still being bright in emotion, it reduces possible negative spinoff complications for the employees and the organisation.





PRETORIA

Postal address:
Private Bag X41
Pretoria, South Africa, 0001
Street address:
134 Pretorius Street
Pretoria, South Africa, 0002
Tel: +27 12 302 2000
Fax: +27 12 302 2001

CAPE TOWN

Postal address:
Private Bag X9182
Cape Town, South Africa, 8000
Street address:
14th Floor Plein Park Building
69-83 Plein Street
Cape Town, South Africa, 8001
Tel: +27 21 466 8000
Fax: +27 21 466 8001

DURBAN

Postal address:
Private Bag X07
Dalbridge, South Africa, 4014
Street address:
750 Francois Road
Intuthuko Junction
Cato Manor
Durban, South Africa, 4001
Tel: +27 31 242 5400
Fax: +27 31 242 5401

PORT ELIZABETH

Postal address:
PO Box 34115
Newton Park, South Africa, 6055
Street address:
44 Pickering Street,
Newton, 6055
Tel: +27 41 399 8700
Fax: +27 41 399 8711

SWEETWATERS

Postal address:
PO Box X07
Dalbridge, South Africa, 4014
Street address:
Sweetwaters Roads Bus Depot Mbulu Road
Sweetwaters
Tel: +27 33 324 1112/1103/1104
Fax: +27 33 324 1131

Produced by Communication and Stakeholder Relations,
Human Sciences Research Council
Designed by Blue Apple