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Department:  
Science and Innovation  
REPUBLIC OF SOUTH AFRICA



DSI - HSRC  
INTERNSHIP  
2021-23



HSRC  
Human Sciences  
Research Council

## DSI-HSRC INTERNSHIP PROGRAMME CALL FOR GRADUATES WITH DISABILITIES 2023/25

**Call Closing Date: 06 February 2023**

**(LATE APPLICATIONS WILL NOT BE ACCEPTED)**

The Human Sciences Research Council (HSRC) is responsible for the management of the DSI-HSRC Internship Programme on behalf of the Department of Science and Innovation. The Internship Programme provides unemployed Science, Engineering and Technology (SET), Research, Development, Innovation, Social Sciences and Humanities graduates and postgraduates (excluding post-doctoral candidates) an opportunity to acquire practical work experience through mentoring and an exposure in an environment, relevant to their qualification. Placement will be available in public and private higher education institutions, science councils, research agencies, private sector, non-profit organisations and in relevant industries.

**This call is a closed call for Graduates with Disabilities to apply.**

### Definition of Persons with Disabilities Involving Work and Employment

The Code of Good Practice on the Employment of Persons with Disabilities, (RSA, 2015) in recognising that discrimination is a socially constructed action posited that discrimination can be reduced and eliminated through enhancing knowledge, understanding and awareness about disability. It noted that barriers to employment of persons with disabilities were based on unfounded assumptions and myths not supported empirically.

Hence the definition it puts forward for persons with disabilities is “*persons who have a long-term or recurring physical or mental impairment, which substantially limits their prospects of entry into, or advancement in employment.*”

This definition provides a scope of protection of persons with disabilities by focussing on the ***effect on the disability on the person in respect of working and employment, instead of the disability diagnosis or impairment.***

Simply stated, a person with mobility or sight impairment, is still likely to be able to fulfil their work responsibilities in some instances with reasonable accommodation support such as a ramps or lifts for ease of movement or implementation of reasonable measures such as voice enhanced computer or switchboard which will allow the person to fulfil their functions fully.

### A. INTERN ELIGIBILITY

To be eligible, interns **MUST meet** the following minimum requirements:

1. Be a **South African citizen** or South African Permanent Resident (with a valid South African Identity Document).
  - *Non-South Africans are not eligible to apply;*



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2. Should be currently **unemployed** and 35 years of age or younger at the **time of appointment** to the internship programme;
3. A **graduate** holding any of the following:
  - o **NQF Level 7** Bachelor's, Advanced Diploma, or B-Tech Degree;
  - o **NQF Level 8** Bachelor's Hons Degree, and Postgraduate Diploma;
  - o **NQF Level 9** Master's Degree or M-Tech.
4. Must hold a qualification in Science, Engineering and Technology, Research, Development, Innovation, Social Sciences and Humanities or related disciplines and **SHOULD HAVE COMPLETED THEIR STUDY** at the time of submitting the application. See list of areas of specialisations/disciplines by province below. If your institution has discipline that is not listed against your province, please let us know.

The following applies to candidates who are **NOT ELIGIBLE** to be appointed as DSI-HSRC interns:

5. Candidates who hold a Diploma at **BELOW** NQF level 7 as well as PhD at NQF level 10;
6. Candidates who would be **registered full-time for study**
7. Registered Doctoral (PhD, DPhil and DTech) students; and
8. Candidates who hold DSI-funded scholarships (NRF) or bursaries during the internship year.
9. Candidates who are past beneficiaries of the DSI-NRF or DSI-HSRC Internship.
10. Candidates who are over the age of 35 years at the time the appointment is made.

### ***B. SALARY VALUES FOR INTERNS***

The salaries of enrolled interns will be subject to personal taxation and will be managed by the HSRC. Interns will receive a differentiated monthly salary according to their level of qualification as follows for the period 2023-2025.

- R 6 375 for a Bachelors NQF Level 7;
- R 7 055 for an Honours' /BTech at NQF Level 8 graduate; and
- R 8 375 for a Masters/ MTech at NQF Level 9 graduate.

### ***C. REASONABLE DISABILITY ACCOMMODATION SUPPORT***

According to the Dept. of Public Service Administration, **reasonable accommodation** refers to necessary and appropriate modification and adjustments that maybe made where necessary in specific situations, to ensure persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms (UNCRC). This could include any device designed, made or adapted to help a person perform a particular task.



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The HSRC will assess the need and nature of support required in consultation with the Host Institution to provide such support.

#### *D. AREAS OF SPECIALISATION/DISCIPLINES OF INTEREST*

Applications are invited from candidates who are interested in acquiring work experience in the areas of specialisation or disciplines in the provinces stated below:

<b>Province</b>	<b>Areas of Specialisation/ Disciplines (Choose 1 discipline per province up to a maximum of 3 in order of preference)</b>
<b>Eastern Cape</b>	Agricultural Economics; Agricultural Management; Agricultural Sciences; Analytical Chemistry; Animal Production; Animal Science; Anthropology; Biochemistry; Biological Oceanography; Biology; Biotechnology; Botany; Chemistry; Communication & Media Studies; Communication Technologies; Computer Sciences; Computer Software; Dental Sciences; Development Studies; Ecology; Ecology & Environmental Science; Education; Electrical Engineering; Electronic Engineering; Engineering Sciences; Environmental Studies; Epidemiology; Fisheries; Food Sciences & Technology; Fresh Water Biology & Limnology; Health Informatics; Health Promotion & Disease Prevention; Health Systems Research; Horticulture; Industrial Psychology & Sociology; Information & Computer Technologies; Information Systems; Inorganic Chemistry; Knowledge Management (Records Administration); Languages & Literature; Linguistics; Management; Marine Biology; Material Sciences & Technologies; Mathematics; Mechanical Engineering; Microbiology; Molecular & Cell Biology; Nursing Science; Nutrition; Obstetrics & Maternal Health; Oceanography; Organic Chemistry; Physical Chemistry; Physics; Physiology; Plant Production; Political Sciences; Political Sciences & Public Policy; Process Engineering; Public Health; Public Management & Administration; Quality Management; R & D Psychology; Research Management, Research Support & Administration; Rural Development; Social Science; Social Work; Sociology; Soil & Water Sciences; Sports & Recreational Arts; Sports Science; Statistics; Statistics & Probability; Zoology
<b>Free State</b>	Agricultural Economics; Agriculture; Agrometeorology; Analytical Chemistry; Animal Production; Animal Science; Anthropology; Architecture; Biochemistry; Biotechnology; Botany; Chemistry; Civil Engineering; Communication & Media Studies; Cultural Studies; Development Studies; Ecology & Environmental Science; Education; Food Sciences & Technology; Forest Science; Genetics; Geology; Home Economics; Human Geography; Immunology; Industrial Psychology & Sociology; Infectious Diseases; Inorganic Chemistry; Languages & Literature; Linguistics; Mathematics; Medical Virology; Microbiology; Molecular & Cell Biology; Musicology; Pharmacology; Philosophy; Physical Chemistry; Physical Geography; Physiology; Plant Biotechnology; Plant Production; Political Sciences & Public Policy; Polymer Science; Psychology; Research Management, Research Support & Administration; Sociology; Soil & Water Sciences; Sustainable Development; Town & Regional Planning.
<b>Gauteng</b>	Aerospace & Aeronautical Engineering; Agricultural Economics; Agricultural Engineering; Agricultural Management; Agricultural Sciences; Agrometeorology; Analytical Chemistry; Anatomical Sciences; Animal Breeding & Genetics; Animal Production; Animal Science; Anthropology; Applied Mathematics; Archaeology; Architecture; Artificial Intelligence; Astronomy; Atmospheric Science & Meteorology;



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	<p>Atomic, Molecular &amp; Nuclear Physics; Biochemistry; Bio-engineering;; Biological Sciences; Biology; Biomedical Technology; Biometrics; Biophysics; Biostatistics; Biotechnology; Botany; Chemical Engineering; Chemical Pathology; Chemical Sciences; Chemistry; Chemistry Sciences Engineering; Civil Engineering; Communication &amp; Media Studies; Communication Technologies; Computer Engineering; Computer Multimedia Systems; Computer Programming; Computer Science; Computer Software; Construction Industry &amp; Building; Demography; Dental Sciences; Design Studies; Development Studies; Dramatic arts; Ecology; Ecology &amp; Environmental Science; Economics; Education; Electrical Engineering; Electronic Engineering; Embryology &amp; Fetal Development; Endocrinology; Energy; Engineering; Engineering Management; Engineering Sciences; Environmental Engineering; Environmental Health; Environmental Studies; Epidemiology; Fine Arts; Food Sciences &amp; Technology; Food Technology; Forensic Sciences; Forest Science; Fresh Water Biology &amp; Limnology; Genetics; Geographic Information Systems; Geology; Geophysics; Haematology; Health; Health Economics; Health Informatics; Health Promotion; Health Promotion &amp; Disease Prevention; Health Systems Research; Health Technology; Historical Studies; Horticulture; Human Geography; Human Resources; Hydrology; Immunology; Industrial Design; Industrial Engineering; Industrial Psychology &amp; Sociology; Information Communication Technology; Information &amp; Computer Sciences; Information &amp; Library Science; Information Management; Information Systems &amp; Technology; Information Technology; International Relations; IT-Graphic Design; Knowledge Management (Records Administration); Languages &amp; Literature; Law; Management; Manufacturing &amp; Process Technologies; Marine Biology; Material Sciences &amp; Technologies; Mathematical Sciences; Mathematics; Mechanical Engineering; Medical Microbiology; Medical Virology; Mental Health &amp; Substance Abuse; Metallurgical Engineering; Microbiology; Mining Engineering; Molecular &amp; Cell Biology; Morphology; Natural Sciences; Neuroscience; Nuclear Engineering; Nursing Science; Nutrition; Operations research; Orthopaedics; Performing Arts; Pharmacology; Photography; Physical Chemistry; Physical Geography; Physics; Physiology; Plant Biotechnology; Plant Production; Political Sciences; Political Sciences &amp; Public Policy; Polymer Science; Psychology; Public Health; Public Management &amp; Administration; Public Relations; Quality Management; Quantity Surveying; R &amp; D Psychology; Research Management with Mathematics; Research Management, Research Support &amp; Administration; Respiratory Diseases; Rural Development; Science Education; Science Journalism; Social Science; Social Work; Sociology; Soil &amp; Water Sciences; Space &amp; Earth Science; Sports Medicine; Statistics; Statistics &amp; Probability; Surgery; Sustainable Development; Theology; Theoretical &amp; Condensed Matter Physics; Town &amp; Regional Planning; Toxicology; Trauma; Veterinary Science; Virology; Zoology</p>
<p><b>KwaZulu-Natal</b></p>	<p>Agricultural Economics; Agriculture; Agrometereology; Analytical Chemistry; Animal Production; Animal Science; Anthropology; Applied Mathematics; Archaeology; Artificial Intelligence; Astronomy; Atmospheric Science &amp; Meteorology; Biochemistry; Bio-engineering; Biological Sciences; Biology; Biotechnology; Botany; Chemical Engineering; Chemistry; Civil Engineering; Communication &amp; Media Studies; Computer Engineering; Computer Hardware; Computer Multimedia Systems; Computer Programming; Computer Science; Cultural Studies; Dental Sciences; Development Studies; Earth Science; Ecology; Ecology &amp; Environmental Science; Education; Electrical Engineering; Electronic Engineering; Energy; Engineering Management; Environmental Engineering; Environmental Health; Environmental Studies; Epidemiology; Fisheries; Food Sciences &amp; Technology; Forest Science;</p>



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	<p>Fresh Water Biology &amp; Limnology; Genetics; Geochemistry; Geographic Information Science; Geology; Geophysics; Geospace Physics; Haematology; Health; Health Economics; Health Informatics; Health Promotion; Health Promotion &amp; Disease Prevention; Health Systems Research; Horticulture; Hydrology; Industrial Biotechnology; Industrial Engineering; Industrial Psychology &amp; Sociology; Infectious Diseases; Information &amp; Computer Sciences; Information &amp; Library Science; Information Systems &amp; Technologies; Inorganic Chemistry; IT Graphic Design; Languages &amp; Literature; Linguistics; Management; Marine Biology; Material Sciences &amp; Technologies; Mathematics; Mechanical Engineering; Medical Microbiology; Medical Technologies; Medical Virology; Microbiology; Molecular &amp; Cell Biology; Nutrition; Obstetrics &amp; Maternal Health; Organic Chemistry; Pharmacology; Physical Chemistry; Physics; Physiology; Plant Biotechnology; Plant Production; Political Sciences &amp; Public Policy; Psychology; Public Health; Public Management &amp; Administration; Rehabilitation Medicine; Research Management with Mathematics; Research Management, Research Support &amp; Administration; Respiratory Diseases; Social Science; Social Work ; Sociology; Soil &amp; Water Sciences; Space &amp; Earth Science; Sports Science; Statistics; Statistics &amp; Probability; Sustainable Development; Toxicology; Veterinary Microbiology; Veterinary Science; Virology; Zoology</p>
<p><b>Limpopo</b></p>	<p>Agricultural Economics; Agricultural Engineering; Agriculture; Agrometeorology; Analytical Chemistry; Animal Diseases; Animal Parasitology; Animal Production; Animal Science; Anthropology; Biochemistry; Biology; Biotechnology; Botany; Cardiovascular Diseases; Chemical Engineering; Communication &amp; Media Studies ; Computer Science; Development Studies; Ecology &amp; Environmental Science; Education; Electronics Engineering; Environmental Studies; Food Sciences &amp; Technology; Forest Science; Fresh Water Biology &amp; Limnology; Game Ranching &amp; Farming; Geology; Geophysics; Horticulture; Human Geography; Hydrology; Industrial Psychology &amp; Sociology; Information &amp; Computer Sciences; Information &amp; Library Science; Information Systems &amp; Technology; Information Technology; Inorganic Chemistry; International Relations; Invertebrate Taxonomy; Knowledge Management (Records Administration); Library Services; Limnology; Linguistics; Macro-Invertebrates; Material Sciences &amp; Technologies; Mathematics; Mechanical Engineering; Microbiology; Molecular &amp; Cell Biology; Nutrition; Nutrition &amp; Metabolism; Organic Chemistry; Parasitology; Physical Chemistry; Physical Geography; Physics; Physiology; Plant Production; Psychology; Public Health; Research Management, Research Support &amp; Administration; Rural Development; Science Education; Social Science; Social Work; Sociology; Soil &amp; Water Sciences; Sports &amp; Recreational Arts; Sports Science; Statistics &amp; Probability; Taxonomy; Theoretical &amp; Condensed Matter Physics; Town &amp; Regional Planning; Veterinary Nursing; Zoology</p>
<p><b>Mpumalanga</b></p>	<p>African Languages; Agricultural Economics; Biology; Education; Food Sciences &amp; Technology; Food Technology; Information Communication Technology; Microbiology; Physical Geography; Plant Production; Research Management, Research Support &amp; Administration; Zoology</p>
<p><b>Northern Cape</b></p>	<p>Analytical Chemistry; Applied Mathematics; Botany; Computer Programming; Computer Science; Ecology; Ecology &amp; Environmental Science; Information Systems; Inorganic Chemistry; Microbiology; Organic Chemistry; Polymer Science; Science Education; Statistics &amp; Probability; Zoology</p>



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<p><b>North West</b></p>	<p>Agricultural Management; Agricultural Sciences; Astronomy; Atomic, Molecular &amp; Nuclear Physics; Biochemistry; Biological Sciences; Biostatistics; Biotechnology; Cardiovascular Diseases; Chemistry; Civil Engineering; Communication &amp; Media Studies; Construction Industry &amp; Building; Demography; Diabetology; Dietetics; Ecology &amp; Environmental Science; Education; Epidemiology; Food Sciences &amp; Technology; Forest Science; Fresh Water Biology &amp; Limnology; Genetics; Health; Health Promotion &amp; Disease Prevention; Health Systems Research; Health Technology; Home Economics; Horticulture; Information Systems &amp; Technologies; Management; Manufacturing &amp; Process Technologies; Marine Biology; Mathematical Sciences; Microbiology; Molecular &amp; Cell Biology; Neuroscience; Nursing Science; Nutrition; Nutrition &amp; Metabolism; Pharmacology; Physics; Physiology; Plant Production; Psychology; Public Health; Public Management &amp; Administration; Research Management, Research Support &amp; Administration; Social Sciences; Social Work; Sociology; Soil &amp; Water Sciences; Statistics</p>
<p><b>Western Cape</b></p>	<p>Aerospace &amp; Aeronautical Engineering; Agricultural Engineering; Agricultural Management; Agriculture; Anaesthesia &amp; Pain Management; Analytical Chemistry; Anatomical Sciences; Animal Production; Anthropology; Applied Mathematics; Archaeology; Astronomy; Atmospheric Science &amp; Meteorology; Biochemistry; Bio-engineering; Biological Sciences; Biology; Biomedical Technology; Biophysics; Biostatistics; Biotechnology; Botany; Cardiovascular diseases; Chemical Engineering; Chemistry; Civil Engineering; Communication &amp; Media Studies; Computer Programming; Computer Science; Computer Software; Dermatology; Development Studies; Diabetology; Ecology; Ecology &amp; Environmental Science; Education; Electrical Engineering; Electronic Engineering; Embryology &amp; Fetal Development; Endocrinology; Energy; Energy Efficiency; Engineering; Engineering Management; Engineering Sciences; Environmental Engineering; Environmental Health; Environmental Studies; Epidemiology; Food Sciences &amp; Technology; Forensic Sciences; Fresh Water Biology &amp; Limnology; Genetics; Geochemistry; Geology; Geospace Physics; Haematology; Health Economics; Health Informatics; Health Promotion; Health Promotion &amp; Disease Prevention; Health Systems Research; Health Technology; Historical Studies; Horticulture; Human Geography; Hydrology; Immunology; Industrial Biotechnology; Industrial Engineering; Industrial Psychology &amp; Sociology; Infectious Diseases; Information &amp; Computer Sciences; Information &amp; Library Science; Information Systems; Information Systems &amp; Technology; Inorganic Chemistry; Knowledge Management (Records Administration); Management; Manufacturing &amp; Process Technologies; Marine Biology; Material Sciences &amp; Technologies; Mechanical Engineering; Medical Biotechnology; Medical Virology; Metallurgical Engineering; Microbiology; Molecular &amp; Cell Biology; Morphology; Musicology; Natural Sciences; Neuroscience; Nutrition ; Nutrition &amp; Metabolism; Oceanology; Organic Chemistry; Paediatrics &amp; Child Health; Paleontology; Particle &amp; Plasma Physics; Pharmacology; Phenomenological Physics; Physical Geography; Physics ; Physiology; Plant Biotechnology; Plant Production; Political Sciences; Psychology; Public Health; Public Management &amp; Administration; Quality Management; R &amp; D Psychology; Research Management, Research Support &amp; Administration; Respiratory Diseases; Rural Development; Science Education; Science Journalism; Social Science; Social Work; Sociology; Soil &amp; Water Sciences; Space &amp; Earth Science; Sports &amp; Recreational Arts; Sports Medicine; Sports Science; Statistics; Statistics &amp; Probability; Surgery; Sustainable Development; Theoretical &amp; Condensed Matter Physics; Toxicology; Veterinary Science; Virology; Zoology</p>



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## E. HOW TO APPLY

To create an intern account, go to link the link, <http://interns.hsrc.ac.za/>

1. On the landing page of the intern management system, click on **Create Intern Account** button,
2. To validate your ID number, capture your 13-digit numbers of your ID.
3. Once validated Create an account by capturing your username and password,
4. Ensure to verify your email account and proceed to login
5. On the landing page once logged in, go to **My Profile** section and complete all the sections
6. Proceed to **My Applications** menu item,
7. Click on **Add** button and provide your intern positions,
8. Upon completion of your intern positions, proceed to click on, **Actions** button, and on the drop-down list, click **confirm the application** option, this will be followed by the email notification confirming that your application was successfully submitted to the HSRC.

For any technical support email Mr Sibonelo Mbhele on [mbhele@hsrc.ac.za](mailto:mbhele@hsrc.ac.za)

## Activity timelines

Activities	Responsibility	Deadline
0. Submit new intern Application	Interns	12: 00 on Monday, 6 February 2023
1. Review of Submitted Host Institutions	HSRC	Tuesday, 7 February 2023
2. Host institution Application Allocations communication	HSRC	Wednesday, 8 February 2023
3. Shortlisting, Interview and Recommendations	Host Institution	Thursday 9 February 2023 until Monday ,20 February 2023
4. Verifications and Contracting	HSRC	Tuesday 21 February 2023 until 24 February 2023
5. Assumption of duty	Interns	01 March 2023

## F. CONTACT US

For any programme or application related inquiries please contact us on E-mail:

[DSI\\_HSRC\\_Internship.queries@hsrc.ac.za](mailto:DSI_HSRC_Internship.queries@hsrc.ac.za)