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The CEO Notes

Understanding the scourge of corruption

In 1983 I was with my family in Buea, Cameroon – waiting in a long line for my turn to buy stamps at a post office. Someone shouted that if he were in Lagos, Nigeria, he could have waved his 10 nairas at the man behind the counter and would have been allowed to jump the queue and get his stamps immediately. We all laughed, and I said South Africans were lucky because corruption had not reached the level where it hampered people's daily living...

That was the memory I had before I left for exile in 1975. Perhaps I was naïve and idealistic in my youthful days, thinking we were a different breed and had strong ethics as a people. The 2013 Transparency International Global Corruption Barometer reminded us that we were in fact no different to the 36 other countries that believed that the police were corrupt. While almost half (47%) of South Africans paid a bribe in the past year, 36% of urban-based South Africans admitted to bribing a police officer!

The public can only try to bribe the police if it believes they will take the bait. Yes, the public definitely believes the police are corrupt. It has become common for some members of the public to bribe their way out of acts of lawlessness such as drinking and driving, driving without a licence and other serious criminal acts involving the loss of dockets and important evidence in order for the perpetrator to walk free. The media is certainly full of anecdotal stories of police demanding bribes from drug dealers and illegal shebeen owners to turn a blind eye.

In the 2012 June edition of the HSRC Review, Steven Gordon, Ben Roberts, Jarè Struwig and Siphesihle Dumisa published findings from the South African Social Attitudes Survey (SASAS), showing that 66% of the population perceived people working for the South African Police Service to be corrupt. Without enablers, police could not perpetuate corrupt practices. In this case, the environment seemed to promote corrupt activities. With regard to the reasons offered as to why corruption existed, these scientists found, inter alia, that the public believed that:

- The executive and parliament did not do enough to fight corruption (63%);
- Corrupt people got away easily because the judiciary did not impose appropriate sentences or prosecute the perpetrators (33%); and
- They, as the public, had come to accept corruption as a reality (28%).

Of all issues related to rampant corruption in South Africa, the one that is most concerning is the public acceptance that corruption is a way of life. This is a sign that it will be very difficult to root it out if allowed to permeate all facets of life. Socially aberrant behaviours thrive in environments where there are enough people who share the same perspective. Corrupt people do not operate alone. They exist within our communities; they are all around us: in the families, workplaces, places of worship etc. all around us.

While there are increasing concerns about corruption, there is also a glimmer of hope. The 2013 SASAS survey showed that 94% of the South African population perceived corruption as a major problem, which means that the majority of South Africans do not support this behaviour. However, the challenge remains that the 36% of urban residents who bribed the police officers are also inclined to perceive corruption as a problem, while their behaviour serves to exacerbate levels of corruption. These findings suggest a need for social scientists to investigate the reason for this cognitive dissonance. It is time that social scientists go back to social experimental studies to understand this phenomenon of corruption; to understand the ethical, social and economic determinants in order to devise strategies to end it before it is too late.

Dr Olive Shisana
CEO HSRC

Designer-made male condoms

Will men find it acceptable to use custom-fitted male condoms? Unlike standard condoms, these are custom-made to suit a man's penile length and girth, and are available in 95 different sizes.

A pilot study to ascertain whether these condoms could be used to encourage men to increase their use of condoms is currently underway in Cape Town.

The project, TheyFit® custom-fitted condoms, Sex Worker Education and Advocacy Taskforce (SWEAT), is run by four graduate-level students from Emory University in Atlanta, Georgia (USA) and the HSRC's Professor Leickness Simbayi and Allanise Cloete.

Research from the United States and Europe has found that the fit and feel of male condoms is one of the most significant variables affecting consistent use. Men who report poor condom fit are more likely to report condom errors, including breakage and slippage, as well as sexual difficulties and reduced sexual pleasure for both partners. Most male condoms are produced in a limited range of sizes and the available widths between standard condoms and large condoms vary by less than 10%. Male condom breakage and slippage has been shown to be lower in men who use custom-fitted male condoms specific to their individual penile dimensions.

South Africa lacks literature in evaluating men's interest in custom-fitted male condoms, as well as the feasibility of offering these types of condoms in public health care facilities, sexual health organisations and within the practice of sex work. This study hopes to explore whether the introduction of custom-fitted male condoms in South Africa would encourage individuals to use condoms to prevent HIV/AIDS, other STIs and unintended pregnancy.

Data collection took place from June to August 2013, and study results will be made available by the end of the year.
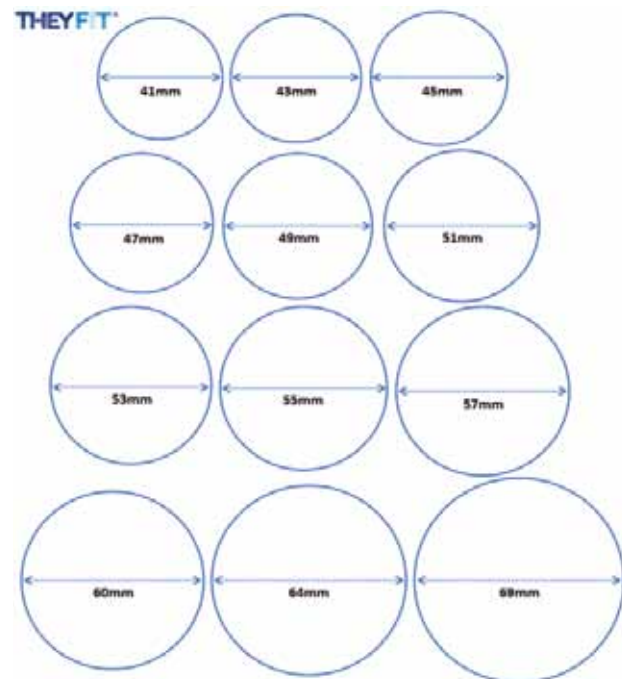
Different sizes available for custom-made condoms.

Supporting the city: governance, research support and advocacy services

The National Treasury requested research on governance, research support and advocacy services as pillars of the City Support Programme (CSP). This project is in collaboration with key government departments and more importantly, the metro cities, and aims to address spatial inequalities and development challenges at the city level.

It takes as its starting point, the critical role cities play in economic growth and poverty reduction, as well as the persistence of service backlogs, issues of corruption, expanding informal settlements, urban unemployment, inadequate public transport, land and housing delivery systems, spatial segregation, insufficient measures for addressing climate change and the exclusion of the most poor and vulnerable in planning and development processes.

The project is structured around three thematic governance-related work streams: community engagement, strengthening governance to counter corruption, and social and environmental safeguards.

The partnership of the HSRC's Democracy, Governance and Service Delivery programme with the School of Business at Medgar Evers College, City University of New York (CUNY), offers experience, skills, resources and networks of the highest quality for conducting large-scale evidence-based cross- and trans-disciplinary research projects aimed at social, economic citizen and community development.

This comprehensive reciprocal partnership approach will permeate all research activities – from analysis and consultation to policy development and implementation.

The project will ensure a vibrant community engagement at city level, the introduction of innovative anti-corruption frameworks and the improvisation of responsive and effective environmental and social safeguards.

Gatekeepers: Professor Douglas Wassenaar (current chair of the HSRC Research Ethics Committee [REC]), Jurina Botha (previous secretary) and Professor Peter Cleaton-Jones (first chair of the HSRC REC).

Reaching an ethical milestone

The HSRC Research Ethics Committee (REC) celebrated its 100th meeting in 10 years on 19 June 2013. Reflecting on this, some of the founding members of the HSRC REC – a number of who are still part of the committee – joined in discussions on the journey since its inception.

Within the HSRC, there were strong proponents for the establishment of a research ethics committee. There were however, also some negative reactions and opposition to such a committee for the social sciences as, some argued, ethics belong to the domain of the medical sciences and should not interfere with social science research.

Establishing the committee was not an easy task. Even though the CEO at the time, Dr Mark Orkin, was in support of such a committee, it took time to bring together a team of internal and external expert members, and to find the right chair and secretary.

Professor Peter Cleaton-Jones, an ethics expert from the University of the Witwatersrand Ethics Committee, who at the time had just completed a two-term stint on the ethics committee of the Medical Research Council (MRC), agreed to take on the job as external chair. Professor Linda Richter, head of the Child, Youth and Family research programme at the time, and one of the initiators to establish such a committee, was appointed internal deputy chair.

Cleaton-Jones' appointment was followed by that of Prof. Douglas Wassenaar from the University of KwaZulu-Natal as well as two deputy chair nominations; Dr Mokhantso Makoae of the HSRC and Prof. Anne Pope from UCT.

Then, in the words of Prof. Cleaton-Jones, there was the nomination of 'the hand of iron in a velvet glove' – secretary Jurina Botha, the glue that held it all together. Khutso Sithole took over as HSRC REC secretariat in 2010.

The administrative work involved in the REC is immense and not for the faint hearted. The minutes of every meeting has to be extremely accurate to ensure that applicants receive correct and understandable comments, while keeping track of applications, comments, reports and replies.

Today the HSRC REC is acknowledged by international and national regulating bodies; it has Federalwide Assurance (FWA) accreditation for the protection of human subjects (FWA 00006347, IRB No. 00003962) and is registered with the National Health Research Ethics Council (NHREC No 290808-015) as a Level 1 Research Ethics Committee.

City Press celebrates CEO as a World Class South African

The *City Press* newspaper compiled a list of 100 World Class South Africans in the arts, sciences, business, design, civil society and sport fields. One of the 100 people selected was HSRC CEO, Dr Olive Shisana.

The citation commended Dr Shisana for 'walking the talk' by establish a new HIV/AIDS research unit at the HSRC, which undertook household surveys and encouraged Zimbabwe, Swaziland and Botswana to do the same.

'Under her guidance, life-saving changes were made in government policy. In 2005 she was appointed the first black female CEO of the HSRC. She has chaired many global committees and addressed global bodies (EU Parliament, Unesco, World Health Assembly, International AIDS Conferences, US Congressional Brain Trust).'

The citation mentioned that Shisana served in many advisory groups, including helping to formulate the planned National Health Insurance, and that she had been appointed to chair the South African BRICS Think Tank, undertaking policy research and analysis to inform the group's strategies.

Seventeen years of alcohol and drug use monitoring

The South African alcohol and other drug (AOD) monitoring system, established in 1996 by a network of researchers, practitioners and policy makers, monitors trends in AOD use on a six-monthly basis, receiving data from specialist AOD treatment sites.

With sites in the major cities of all nine provinces, this project – called the South African Community Epidemiological Network on Drug Use (SACENDU) – is now in its 17th year and 33rd phase of data collection.

SACENDU continues to hold bi-annual meetings with service providers from various treatment centres around the country. Through this process, it assists treatment centres in identifying changes in the nature and extent of AOD abuse in South Africa while providing insights into understanding the dynamics surrounding substance abuse.

Data compiled from treatment centres across the country provide a holistic view of the nature and type of substances being abused in relation to the sociodemographics of age, gender, race, education and marital status.

While mindful of the caveats of interpreting cross-sectional data collected over an extended period of time, the data has served to confirm that alcohol remains the predominant substance of abuse in the South African population. Cannabis is reported as the primary substance of abuse by the majority of patients younger than 20 years of age. Of concern is the proportion of patients under 20 years, which ranged from 20% in the Eastern Cape to 28% in KwaZulu-Natal in 2012.

Through this network, it is hoped that new trends and new combinations of drug use in various communities can be detected at an early enough stage that will ensure positive action by communities and respective government bodies.

Leadership in tobacco research

Professor Pricilla Reddy from the Population Health, Health Systems and Innovation research programme was selected to be part of the U.S. National Academies joint-African academy committee on Building Leadership to Address the Negative Effects of Tobacco on Africa's Health, Economy, and Development.

The committee is charged with producing an evidence-based, authoritative, tobacco-control policy document that summarises the evidence on the negative effects of tobacco on Africa's health, economy, and development and recommends tobacco control strategies for Africa. This document will be jointly published and issued by the African science academies, and will be launched at the African Union Ministers of Health Meeting in 2014.

Policies and procedures for the Royal Bafokeng Nation

A new project will analyse Bafokeng traditional and customary law, as well as its contemporary governance institutions. The aim is to deliver an integrated regulatory framework for Bafokeng governance institutions, which should enable the formulation of coherent policies that are based on Bafokeng customs, yet adhere to current legislation.

Fellow working on sustainable urbanisation

Diana Sanchez Betancourt from Democracy, Governance and Service Delivery was selected as one of 20 World Social Science Fellows to participate at the Sustainable Urbanisation workshop in Quito, Ecuador.

The conference was organised by the International Social Science Council and held at the Universidad Andina Simon Bolivar. The conference brought together early career scientists from across the social science disciplines to identify the most important research questions for sustainable urbanisation over the next five to 10 years.

Assessing cognitive functions in children

The question of cognitive functions in children is an important one. Project SIZE is a study running over time (longitudinal) that aims to generate usable information about how the co-occurring hardships caused by poverty and HIV/AIDS affect South African children. It also assesses the reach and influence of current government-funded grants and services in mitigating these adversities, writes *Lebohang Dhlamini*.

Cognitive function is the intellectual process by which one becomes aware of, perceives, or comprehends ideas. It involves all aspects of perception, thinking, reasoning, and remembering.

Mosby's Medical Dictionary, 8th edition, 2009. Elsevier
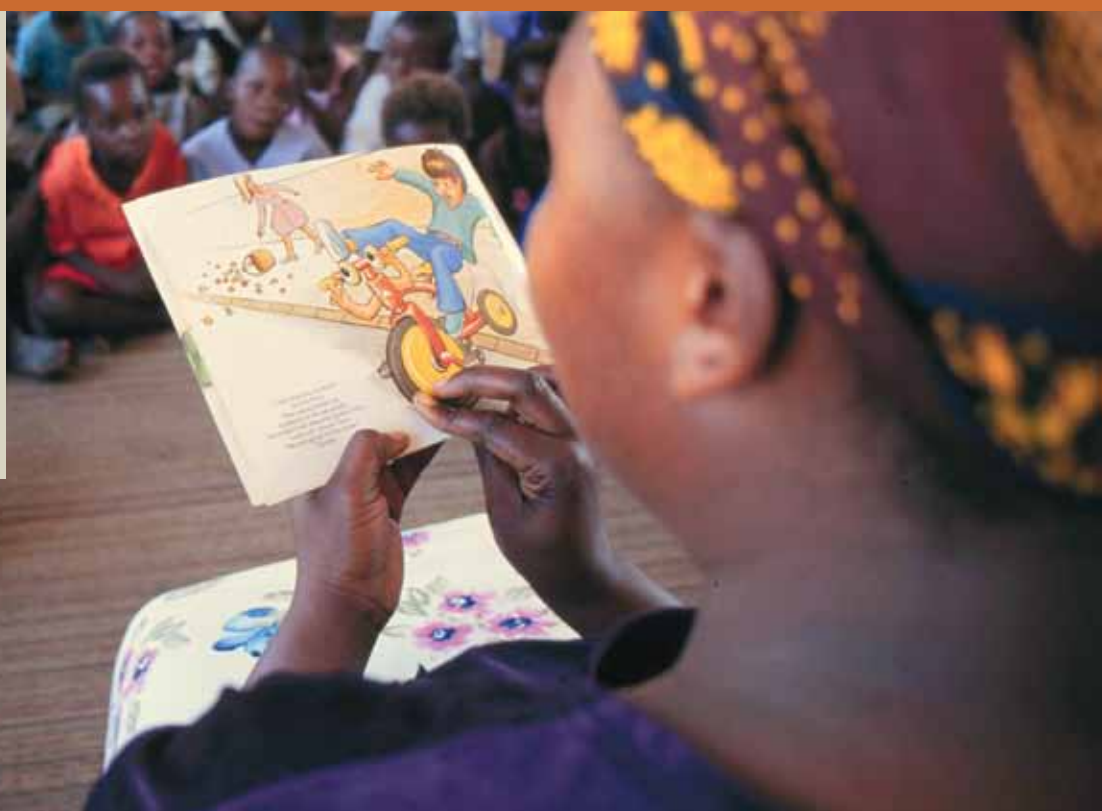
Project SIZE assesses the cognitive functions of children who live in areas that are affected by poverty and HIV/AIDS.

Assessing the strength of executive functions is especially important for children in their early stages of development in order to identify strengths, weaknesses, abilities and any possible disabilities.

The importance of cognitive functions assessments

Cognitive functions are part of our daily lives; people require cognitive functions and skills to plan, organise and strategise from moment to moment. A person's cognitive functions play a role in their academic and behavioural tasks. For example, an adult's cognitive function may influence their job performance while for a child, it may influence their school performance. A child needs a set of cognitive functions to concentrate, put effort into tasks and make use of their memory in class.

Assessing the strength of these functions, usually called executive functions, is especially important for children in their early stages of development in order to identify strengths, weaknesses, abilities and any possible disabilities that they may have. Understanding

cognitive function in children allows teachers, parents and remedial experts to identify and help children who may be struggling with learning and attention-deficiency and/or hyperactivity disorders.

Understanding cognitive function in children allows teachers, parents and remedial experts to identify and help children who may be struggling with learning, and attention-deficiency and/or hyperactivity disorders.

Project SIZE has assessed the cognitive functions of an estimated 1 524 children, aged 7-10 years, from the Msunduzi municipality in KwaZulu-Natal in the baseline phase of the study using a series of tests of executive function. Follow-up assessments are still under way. An example of an executive function test suitable for children in the preparatory phase of their schooling (up to Grade 3), is shown in Figure 1.

Figure 1: A pattern extension executive function test.
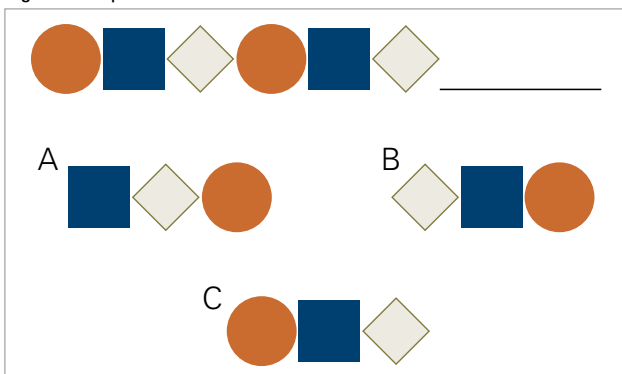
In this task, called pattern extension, the sheet with patterns is placed in front of a child. Pointing to the pattern and moving their hand from left to right over the pattern, the assessor says, 'I want you to finish this pattern for me.' Then the assessor moves their hand across the response options at the bottom of page – marked A, B and C – and asks, 'Which one of these goes here', pointing to the blank space at the end of the pattern.

Project SIZE uses tests of executive function and school results together with the outcomes from the Department of Basic Education's Annual National Assessments (ANA). ANA is conducted nationwide, from Grade 1-6 and in Grade 9. These assessments test children's language and mathematics aptitude as a benchmark for curriculum reform and educational improvement.

Project SIZE is currently nearing towards the end of its data collection phase, and plans to make the results of the study available in 2014. ∎

African scholars finding their voices

The 'voice from the South' is seldom heard in debates around issues directly affecting countries of the global South. How can the southern or developing countries integrate their research into the predominantly Northern and Western national policy debates? *Godwin Onuoha* reports on an initiative that aims to do just that.

In 2011, the Africa Program and the Leadership Project of the Woodrow Wilson International Center for Scholars (WWICS), funded by the Carnegie Corporation of New York, launched a major research effort called Southern Voices in the Northern Policy Debate. This led to the formation of the Southern Voices Network (SVN). The network held its third conference in May this year in Nairobi, Kenya.

Since its inception, SVN has expanded from 12 institutions in six African countries to 20 institutions in 12 African countries, and appears to offer a new basis for hope that African scholars may yet find their voice in debates and policy decisions directly affecting the continent.

This is perhaps the boldest new initiative in recent times, offering African scholars an appropriate opportunity to map the trends and shifts in the production of knowledge on Africa. This is critical in the sense that the SVN is not an African initiative in origin, but an African-driven project, both in its content and direction.

It marks an apparent departure from experiences of the past when the origin, structure, context, content and direction of such initiatives were externally articulated and imposed wholesale on the continent. Therefore, for the very reason that it has African 'ownership', SVN is expected to strengthen the prospects for goal achievement of this initiative.

This does not simply mean denying the validity of a Northern or Western view on Africa but rather, showing that there are different or multiple perspectives to an issue by placing adequate value on local knowledge(s) and discourses, and questioning the dominant paradigms around which we articulate policy and research issues in Africa.

Breaking from the past and re-engaging with the present

The conference focused on how SVN could maximise institutional relationships, increase opportunities for collaboration and critically engage African scholars as active agents so that their voices would be widely heard and would serve to critically influence policy debates in the North.

The process leading to the formation of SVN could be linked, at least in its remote origins, to the period after 11 September 2001, when issues and debates about Africa – considered to be the home of significant Muslim populations (a reservoir of abundant strategic natural resources and a potential site and flashpoint of instability) – came back into reckoning.

In the United States' geopolitical and strategic calculations, this inevitably called for new investments in knowledge production on Africa. Immense efforts were invested in understanding African conflicts and crises with a view to informing US policymakers about developments on the continent, which were eventually translated into policy decisions in the North.

This is perhaps the boldest new initiative in recent times, offering African scholars an appropriate opportunity to map the trends and shifts in the production of knowledge on Africa.

No Africans in the room

The main problem however, as Steve McDonald of the Wilson Center pointed out in his opening remarks at the conference, was that, 'When the problems and issues of Africa are being discussed and policy formulated with the goal of addressing these issues, there is seldom a single African in the room, much less one who is being asked to define the problem and set the agenda.'

This dominant mood of sidelining alternative perspectives and views has led to the emergence of what McDonald refers to as: 'Often self-appointed analysts and interpreters of Africa to the Northern public'.

The most flagrant example of this in the past six years was the formation of AFRICOM and the securitisation, or militarisation, of US policy on the continent. AFRICOM was a response to US security concerns in the oil-rich Gulf of Guinea, but it perhaps marked the most consequential US strategic engagement with Africa in recent times. This realist and narrow notion of security ignores the fact that foreign and domestic issues interpenetrate, and such issues should not preclude non-coercive and social welfare oriented approaches to security.

'War on terror' or nationalist aspirations?

Recently, the Sahel region of Africa emerged as the new focus in the so-called war on terror. Editorials have been written in Europe and North America calling for a shift of US military focus to the region due to the fact that the groups operating here (Boko Haram in Nigeria and Ansar Dine in Mali) are either al-Qaeda-inspired or affiliated.

No doubt, these groups have been brutal in their operations and have created a general atmosphere of fear and insecurity. But a historically-grounded and context-specific interpretation of the emergence of Boko Haram as the product of a badly (mis)managed 'Shari'a controversy' in the changing political climate in Northern Nigeria between 1999 and 2002, and the Ansar Dine as a Tuareg movement that has spent years fighting, not for Islam, but for the self-determination of the Tuaregs in the Northern sections of Mali, is critical.

In Nigeria, Shari'a has been instituted as a main body of civil and criminal law in nine Muslim-majority (and in some parts of three Muslim-plurality) states since 1999, when then-Zamfara State governor Ahmad Rufai Sani began a push for the institution of Shari'a at the state level of the government. There have been numerous riots following the implementation of Shari'a Law, primarily involving non-Muslim minorities in the states which implemented the system. One such riot killed over 100 people in October 2001 in Kano State – *www.en.wikipedia.org/wiki/Sharia_in_Nigeria*

Source: Wikimedia Commons, a freely licensed media file repository

Thus, in their origins, these groups have specific nationalist aspirations that have little to do with global *jihad* or a grand ideological appeal to the al-Qaeda brand that has currently characterised the discourse, but more to do with the enduring issues of citizenship, state legitimacy and the broader national question in post-colonial Africa.

Bringing North and South closer

It was against this background that the SVN was established to bring North American and African think tanks together in a particular kind of engagement that offers new or different possibilities for influencing public policy processes in areas of democracy, development and security.

'It is imperative for Northern policymakers… to not only hear, but understand the Southern perspective in order to develop the most appropriate, cohesive and inclusive policy frameworks to address the issues of conflict, state-building, development, security and democratisation,' McDonald said. In his view, this must be grounded in 'fact-based, unbiased, empirical and first-hand reflections on issues of mutual concern that would be invaluable in the conduct of US policy toward Africa.'

The empirical basis for most Northern policies on Africa is very weak. Much of the knowledge about Africa has been mediated and shaped by development policy communities and aid agencies working under different kinds of pressures.

Conclusion

It is pertinent to state that the empirical basis for most Northern policies on Africa is very weak. Much of the knowledge about Africa has been mediated and shaped by development policy communities and aid agencies working under different kinds of pressures, not only to shape the research agenda on Africa, but also to produce specific results.

No adequate or complete knowledge of Africa will emerge unless it is connected to the local knowledge community and the knowledge that is produced locally by African scholars. In all of this, it is important to rethink the relationship between the North and African institutions of learning and research, and to transform the relationship to one that is characterised by a free and autonomous space that will facilitate African self-knowledge (knowledge about itself) and others' knowledge about Africa.

With renewed funding from Carnegie Corporation, the SVN is now able to bring research staff from research institutions across the continent to the WWICS in Washington for a three-month fellowship (on a competitive basis) to pursue research, and build capacities and networks. ∎

Author: Dr Godwin Onuoha, African research fellow and senior research specialist, Democracy, Governance and Service Delivery programme, HSRC.

Landscape of the true extent of state-owned entities

The much awaited report of the Presidential Review Committee (PRC) on state-owned entities (SOEs) was released on 28 May 2013 by the Minister in The Presidency, Collins Chabane. *Modimowabarwa Kanyane* summarises the HSRC's contributions to the report.

State-owned entities – from Eskom to smaller service-delivery entities.

Alexandra Renewal Project

The purpose of the review, as stated by President Jacob Zuma at the announcement of the investigation, was 'to ensure that while they remain financially viable, the SOEs, development finance institutions, as well as companies in which the state has a significant shareholding, must respond to a clearly-defined public mandate and help us to build a developmental state'.

The HSRC was contracted by the PRC to provide support by conducting a qualitative survey and international benchmarking to develop a comprehensive, credible and complete database of SOEs across all spheres of the government with respect to actual number of entities, performance data and other relevant information on SOEs in the country. The HSRC team was also part of the team that finalised the report.

State-owned entities include businesses owned by the government and operated for profit, as well as non-profit and service delivery entities. They range from huge entities such as South African Airways, the SABC, Telkom and others, to small companies delivering services to municipalities.

Challenges faced by SOEs after 1994

SOEs have always been used as a means to address socioeconomic challenges in different countries and in different times. The logic and sustainability of SOEs is well articulated in the context of an era, but based on contemporary developments. Their first objectives should be in line with that of a developmental (or rather capable) state. The South African government is attempting to style the country along these imperatives.

The post-1994 government in South Africa inherited a huge SOE portfolio, fraught with inefficiencies and requiring subsidisation for survival, with some showing little prospect of achieving their respective mandates.

The post-1994 government in South Africa inherited a huge SOE portfolio, fraught with inefficiencies and requiring subsidisation for survival.

What the research showed

What the SOE survey showed:

- The number of employees per entity ranged from seven to 48 778, and revenue in the period 2009-2010 varied from R35.6 billion to no revenue. The mean or average revenue of the sampled SOEs was R1.98 billion.

- Most SOEs were in the community, social and personal (CSP) services sector, followed by finance, business services and property (FBP); transport, storage and communication (TSC); electricity, gas and water (EGW); forestry, fishing and agriculture (FFA); manufacturing; mining; and construction.
- Most of the non-commercial entities, regulators, service delivery entities and SETAs were established in 1997 or later.
- All entities in the manufacturing sector and more than half of the entities in the EGW, TSC and FBP sectors had assets valued in excess of R170 million. Conversely, SOEs in the mining, FFA and CSP services sectors mainly had asset bases of less than R170 million.
- Capital expenditure during 2009-2010 ranged from R20 000 to R18 billion.
- Operating expenditure fell within the range R100 000 to R37 billion in 2009-2010 (mean R1.3 billion, median R66.2 million).
- A little more than half of all entities had a grant-based funding model (56%). Substantial proportions were funded by levies (21%) or by the sale of the SOE's own services or products (21%). Other funding came in the form of loans (18%); debt equity (16%); guarantees (8%); subsidiaries (8%) and/or bonds (1%). More than a third (36%) of SOEs had more than one source of funding.

South Africa had no common agenda for SOEs. This diversity ranged from varying terminology used to denote SOEs, to the perceived absence of a long-term vision for SOEs that clarified their role in the country.

What the findings showed:

There has been a proliferation of SOEs across all spheres of government, including commercial and non-commercial entities and their subsidiaries. At the start of its investigation, the PRC received a list of recognised SOEs from National Treasury comprising approximately 300 entities. This list did not include municipal entities and other forms of SOEs such as trusts and Section 21 companies.

For the sake of completeness, the HSRC compiled a consolidated national database of SOEs that included subsidiaries, trusts and Section 21 companies. The consolidated database established that as at the end of May 2012, there were approximately 715 SOEs (including chapter 9 institutions) in South Africa. This figure may increase as further investigations are conducted.
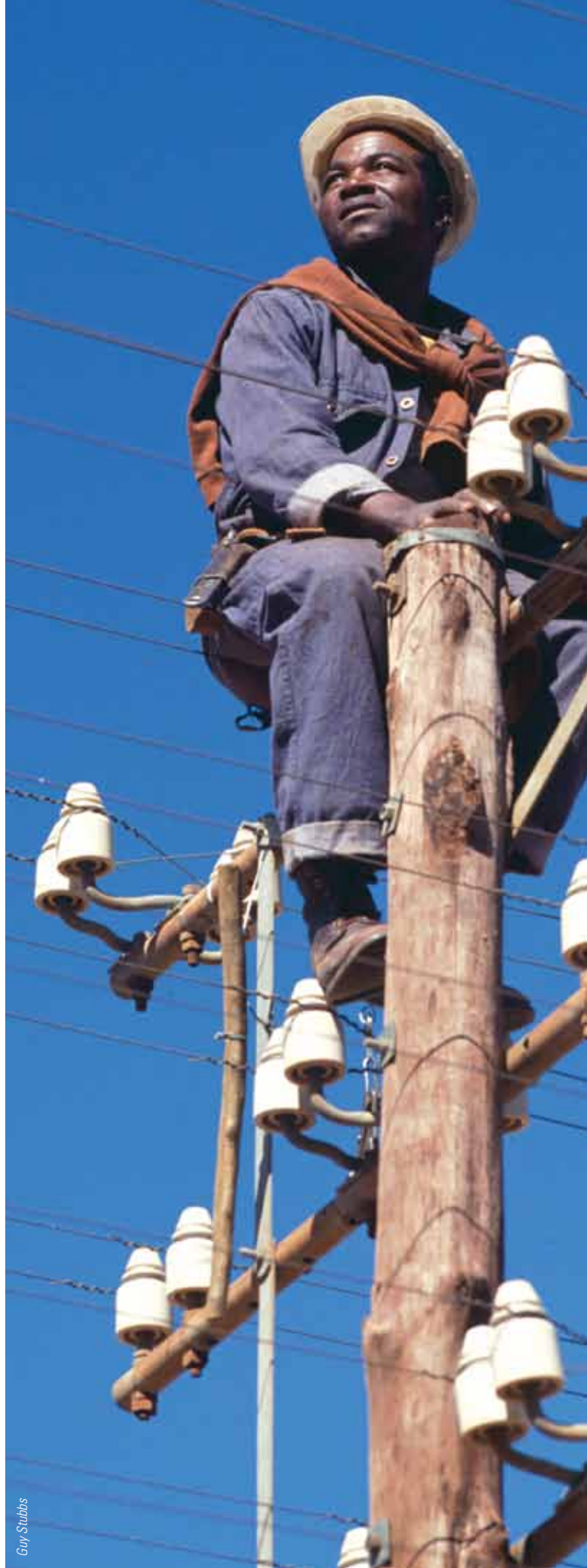
Guy Stubbs

The service delivery performance of SOEs was mixed; some exhibited excellence... while in other areas there were deficiencies characterised by low levels of customer satisfaction, complaints and community protests on service delivery.

With such a large portfolio of SOEs, particular attention was paid to the capacity and capability of the state to effectively oversee these, and to identify the best options to manage SOEs without compromising their service delivery and financial performance.

The main problem under investigation was whether SOEs were responding to government's developmental agenda. This required that government be an active and decisive shareholder, and that it played a leadership role in creating an enabling environment to drive the performance of SOEs in delivering their mandate.

Notable observations were that South Africa had no common agenda for, and understanding of, SOEs. This diversity ranged from varying terminology used to denote SOEs, to the perceived absence of a universal and compulsory long-term vision and plan for SOEs that clarified their role in the country at large.

There were no commonly agreed upon strategic sectors and priorities. In addition to the absence of a consolidated national repository for all SOEs, there was confusion regarding SOEs' categorisation. There were also challenges with balancing the trade-offs between commercial and non-commercial objectives of SOEs.

Furthermore, the legislative framework for SOEs was found to be inadequate, displaying evidence of conflict and duplication. The governance, ownership policy and oversight systems were found to be inadequate. In addition, the quality of board and executives' recruitment had to be improved. There was also a need to clarify the role of the executive authority, boards and the chief executive in the governance and operational management of SOEs.

Many SOEs currently need a massive injection of capital, while finance policies require close re-examination. Funding models for the social and economic development mandates of SOEs are blurred and confusing, often leading to undercapitalisation, which impedes the SOE's ability to contribute to meeting national challenges. The service delivery performance of SOEs was noted to be mixed; some exhibited excellence and provided high quality services, while in other areas there were deficiencies characterised by low levels of customer satisfaction, complaints and community protests on service delivery.

Generally, SOEs tend to lack robust leadership and initiative on crucial transformation imperatives such as broad-based black economic empowerment, the creation of meaningful employment opportunities and comprehensive skills development.

International best practices

Many countries have embarked on review processes to investigate and reformulate the specific goals, rationale and mission of SOEs, individually and collectively, in terms of accelerating wider economic growth; expanding industrialisation; providing infrastructure; and ensuring quality and timely public service delivery. The countries that were visited have formulated clear national policies on the roles of SOEs in driving the objectives of a national development plan. Some countries have standing processes in place to regularly review the rationale, goals and mission of SOEs:

- In Canada, New Zealand and Sweden, SOE reforms have proved reasonably successful. They were among the first to focus on formulating a clear, overarching legislative framework for SOEs, and setting out objectives for the management of SOEs.
- Successful reformers have focused on clarifying the multiplicity of roles of the state, whether as shareholder, policy maker, regulator or operator, among others. Some countries have consolidated the ownership and monitoring of SOEs into a single, central agency. In this way, one government agency acts as the owner on behalf of the state and exercises the shareholder rights. Many governments have formulated an explicit ownership policy that defines the overall objectives of state ownership; the state's specific role in the corporate governance of SOEs; and how the state will efficiently implement such an ownership policy.
- China, for example, established the State Owned Assets Supervision and Administration Commission of the State Council (SASAC) to oversee the ownership, supervision and monitoring of SOEs. Singapore, on the other hand, formed a separate company, Temasek Holdings, to serve as the central ownership and monitoring agency for SOEs. Similarly, France established the *Agence des Participations de l'Etat* to oversee SOEs.

The impact of the research will only be revealed in years to come, following the recent adoption of the report and its recommendations by parliament. The report is still under consideration for practical implementation. However, there is a need to finalise the SOE database to make it more useful by updating the financial and non-financial information on a regular basis to inform policy-makers. ■

Family matters:

An overview of family values and preferences

The South African government introduced a series of legislative and policy reforms aimed at promoting stronger, more cohesive families after 1994. Yet much remains to be understood about the varied effects this political change has had on family life and attitudes. In this article, *Benjamin Roberts, Steven Gordon* and *Jarè Struwig* present initial findings from one of the first national family surveys to be conducted in the country.

Data for the study come from the 10th round of the South African Social Attitudes Survey (SASAS), which was conducted in late 2012 by the HSRC. The survey round included a dedicated questionnaire on family structure, family-related roles and values, as well as policy preferences. With financial support from the Department of Science and Technology, the survey was administered to a nationally representative sample of 2 547 respondents, aged 16 years and older, living in private households.

South African society remained distinctly family-oriented and people tended to voice satisfaction with their family lives.

Satisfaction with family life

In terms of overall self-rated family assessments, South African society remained distinctly family oriented and people tended to voice satisfaction with their family lives:

- An estimated 95% reported that family was an important part of their lives.
- When asked about levels of satisfaction with family life, 21% were completely satisfied, 40% were very satisfied and 23% were fairly satisfied. Only a small minority (11%) reported that they were dissatisfied and 5% were neutral.
- The results suggested that satisfaction with family life could be related to material conditions. For example, only 55% of those who had gone without food were often or sometimes satisfied with their family lives in
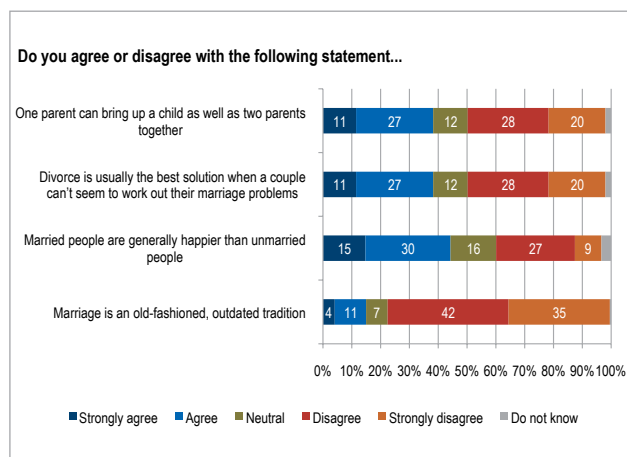
the year before the survey. By contrast, 92% of those who had never gone without food were satisfied with this aspect of their lives.

Marriage, divorce and cohabitation

Available evidence on marriage patterns in South Africa suggests relatively low and declining rates of marriage, and high rates of extra-marital childbearing. Given this, some initial insight into prevailing attitudes towards marriage was provided (Figure 1):

- Generally favourable views continued to be vested in the institution of marriage. For instance, a considerable majority (77%) disagreed that marriage was an old-fashioned, outdated tradition, with only a minority agreeing or providing a neutral response.
- Nonetheless, the public was more ambivalent about the impact of marriage on the quality of people's lives. Less than half (44%) agreed that married people were more contented in life than the unmarried, with 37% disagreeing and 19% being undecided.
- The importance attached to marriage was also reflected in general disapproval of divorce and cohabitation. A considerable share (48%) rejected divorce as the best solution for couples with unresolved marital problems, with only 38% favouring this option, and 14% being unsure. On average, 62% opposed the view that non-marital cohabiting relationships were permissible, even when a couple did not plan to eventually marry.
- Financial difficulties in paying bride wealth (*ilobolo*) has been suggested as one potential barrier to getting married. The survey found mixed evidence on this account, with 39% agreeing and 37% challenging the view that bride wealth served as a disincentive to marriage. Overall, 61% approved of the tradition of paying bride wealth, with 56% arguing that it strengthened bonds between two families.

Figure 1: Attitudes towards marriage

Do you agree or disagree with the following statement...

Statement	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
One parent can bring up a child as well as two parents together	11	27	12	28	20
Divorce is usually the best solution when a couple can't seem to work out their marriage problems	11	27	12	28	20
Married people are generally happier than unmarried people	15	30	16	27	9
Marriage is an old-fashioned, outdated tradition	4	11	7	42	35

Legend: Strongly agree, Agree, Neutral, Disagree, Strongly disagree, Do not know

Source: South African Social Attitudes Survey (SASAS) 2012

Favourable views continued to be vested in the institution of marriage... a considerable majority (77%) disagreed that marriage was an old-fashioned, outdated tradition.

Children, child-rearing and parenting

South Africans place a strong value on raising children and being a parent, as the following results attested:

- There was near universal agreement (97%) that raising children was life's greatest joy, while clear majorities rejected the suggestion that children represented a financial burden for parents, restricted their employment and career opportunities, and curtailed their personal freedom (58%, 59% and 62% disagreed respectively).
- Much research has been conducted on the roles of mothers and grandmothers in raising children and broader provisioning for families. The HSRC has been at the forefront of promoting increased attention to fathers and fatherhood in the country. On an encouraging note, the survey found that sizable shares believed that fathers wanted a loving relationship with the children (88%), received considerable respect for performing their fatherhood role (75%), and felt that fathers should have equal responsibility to mothers for child rearing (71%). However, the public harboured deep concern that many fathers in South Africa did not live with their children (81% agreed).
- Nearly three quarters (72%) agreed that single parents could bring up a child as well as two parents together. Many, however, remained strongly opposed to same-sex couples raising children.

Though South Africa has a comprehensive framework in place for the protection and care of children, there is increasing recognition of the need to strengthen families so that extended kin can continue to foster and care for the children of relatives affected by HIV/AIDS. Efforts aimed at promoting the adoption of children are also being emphasised, especially in cases of abandonment, familial neglect and abuse, or the absence of family to provide kinship care. In terms of attitudes towards such forms of child care:
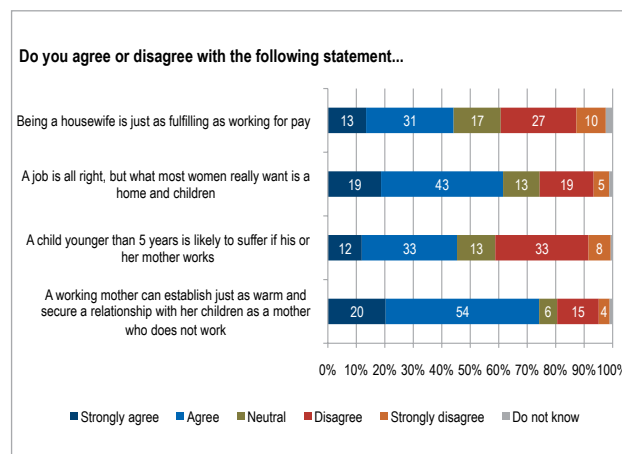
- Slightly more than half of South Africans (54%) believed we as a society should be doing more to encourage and support the adoption of children in need.
- The population gave broad preference (75%) to orphaned children being cared for by their extended families (grandparents, aunts, uncles) over their adoption by people who were not related to them.
- The public endorsed (85%) the provision of government financial assistance to ensure that orphaned and vulnerable children were cared for by their extended families.

Gender roles

One of the fundamental societal changes to have occurred worldwide over recent decades has been the reconfiguration of the roles of men and women, husbands and wives. In relation to attitudes towards women, work and the family, the survey indicated that:

- Almost three quarters (74%) believed that a working mother could establish just as warm and secure a relationship with her children as a mother who did not work.
- However, many felt that women should remain home to look after very young children, with 45% agreeing that a child younger than five years was likely to suffer if his or her mother worked. Surprisingly, women were not less likely than men to agree with this statement.
- There was considerable agreement (61%) that home life was the first priority for South African women, with only 24% disagreeing.
- The public was more divided when asked whether being a housewife was as fulfilling as working for pay, with 44% agreeing and 37% disagreeing. Again, unexpectedly, women and men did not differ appreciably in their views.

Figure 2: Attitudes towards the role of women in the workplace

Do you agree or disagree with the following statement...

Statement	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Being a housewife is just as fulfilling as working for pay	13	31	17	27	10
A job is all right, but what most women really want is a home and children	19	43	13	19	5
A child younger than 5 years is likely to suffer if his or her mother works	12	33	13	33	8
A working mother can establish just as warm and secure a relationship with her children as a mother who does not work	20	54	6	15	4

Legend: Strongly agree, Agree, Neutral, Disagree, Strongly disagree, Do not know

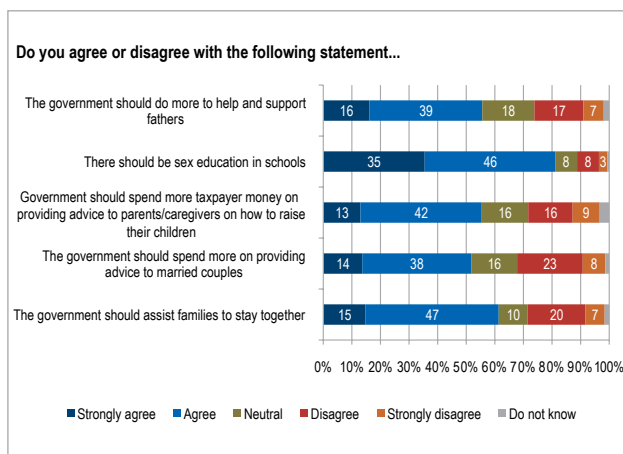Source: South African Social Attitudes Survey (SASAS) 2012

Family-related policies

Notable support appeared to exist for state intervention to assist families, especially in the context of a society that was continuing to grapple with the ravaging effects of the HIV/AIDS epidemic. However, attitudinal cleavages emerged when examining the specific types of assistance to be offered:

- A sizable share of the country (61%) said that the government should assist families to stay together.
- The public were more divided over whether the government should spend more on providing advice to married couples (52% supportive; 31% opposed; 17% neutral).
- South Africans were also split over whether the government should spend additional taxpayer money on providing advice to parents/caregivers on how to raise their children. More than half (55%) supported such a measure, but a quarter were opposed and a fifth, unsure.
- Strong support (81%) was nonetheless found for sex education in schools.

Figure 3: Attitudes towards the role of the government in strengthening families

Source: South African Social Attitudes Survey (SASAS) 2012

Almost three quarters believed that a working mother could establish just as warm and secure a relationship with her children as a mother who did not work. However, many felt that women should remain home to look after very young children.

Conclusion

These preliminary results from the SASAS 2012 family questionnaire offer a glimpse into the complex and dynamic nature of family values and preferences as we approach and reflect on 20 years of democracy. They form part of a bigger programme of research that is currently underway at the HSRC, aimed at producing policy-relevant evidence in order to reduce vulnerability and strengthen families so that they continue to nurture, support and protect millions of South African citizens, both young and old alike. The results portray a society that is deeply wedded to the institutions of family and marriage. And while our respondents openly acknowledge the contributory role of families in their lives, there is a concomitant, robust demand for a proactive state role in promoting family values and helping to maintain family cohesion. ■

Authors: Benjamin Roberts and Jarè Struwig, coordinators of the South African Social Attitudes Survey (SASAS); Steven Gordon, PhD intern; Democracy, Governance and Service Delivery programme, HSRC.

ICT access still a major challenge in rural areas

Rural areas in the country lags behind with regard to ICT access and in terms of economic development, such as literacy, computer skills and higher income. *Moses Sithole and colleagues** report on a survey to measure ICT use in South Africa.

To understand the benefits ordinary South Africans could derive from having increased access to ICT, data from the annual South African Social Attitudes Survey (SASAS) from 2003 to 2009 was analysed. The objective was to specifically measure whether there had been an increase in access to ICT in rural South Africa compared to urban areas. The SASAS survey is a national representative survey of adults aged 16 and older, regardless of their nationality or citizenship. Respondents were asked to indicate whether they had access to a range of ICT platforms such as a landline telephone, a computer, the internet, a television, radio and cellphone.

Access to a computer and internet use

Analysing the overall access to a computer and the internet showed a steady increase from 2003 to 2006 in all provinces (Figure 1 and 2). As for computer access, there was a decline between 2006 and 2007, but that was followed by another steady increase up to 2009.

Gauteng had the highest computer access in 2009 (approximately 48%), followed by the Western Cape (almost 43%), the Free State (about 27%) and the Northern Cape (almost 26%). KwaZulu-Natal recorded considerable levels of access (almost 24%). All other provinces reported less than 13% access to computers.

Although the general pattern was obtained for both computer and internet access, the results showed that internet access in 2006 – the latest available year of data (WC, 37%; Gauteng, 28%; Free State, 24%; and KZN, 18%) – was generally lower than access to computers.

The findings of this study indicate lower ICT access by the rural population compared to the urban population of South Africa, and therefore, a possible shortfall in the implementation of the country's strategies for ICT spread to rural areas.

Figure 1: Trends in computer access by province (percentages of individuals aged 16+)
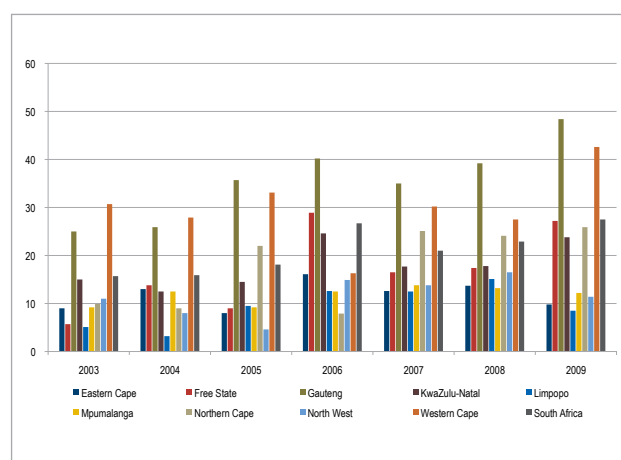
Source: SASAS

Figure 2: Trends in internet access by province (percentages of individuals aged 16+)
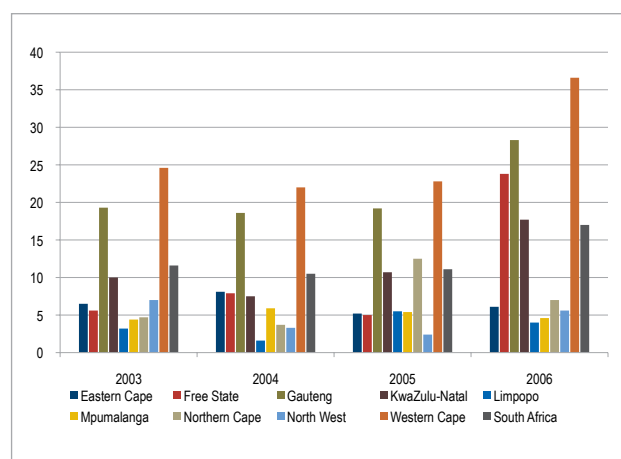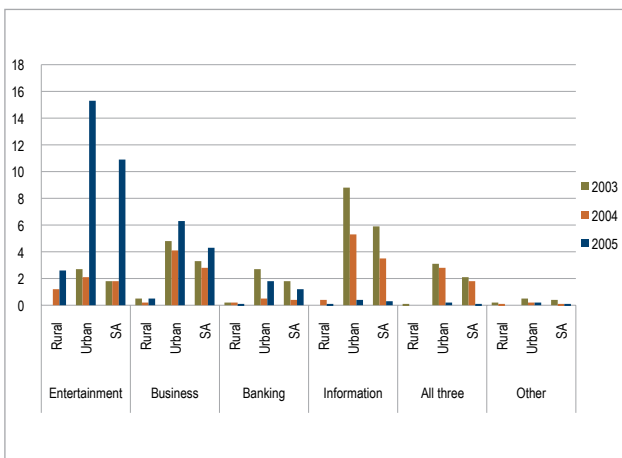

Source: SASAS

Types of internet use

From the survey it was clear that the rural population made less use of the internet than city dwellers. While the internet was mainly used for information purposes in urban areas in 2003 and 2004, interestingly, in 2005 it was mainly used for entertainment.

Figure 3: Trends in the internet usage types by urban or rural location (percentages of internet users aged 16+)

Source: SASAS

Landline telephone and cellphone access
In general, cellphones were more accessible than landline phones, showing a steady decline from 2003 to 2008, followed by an increase in 2009. As with the internet, the respondents in the Western Cape were the highest users of telephones, followed by those in Gauteng, KwaZulu-Natal and the Northern Cape, compared to the other provinces.

Figure 4: Trends in cellphone access at home by province (percentages of individuals aged 16+)
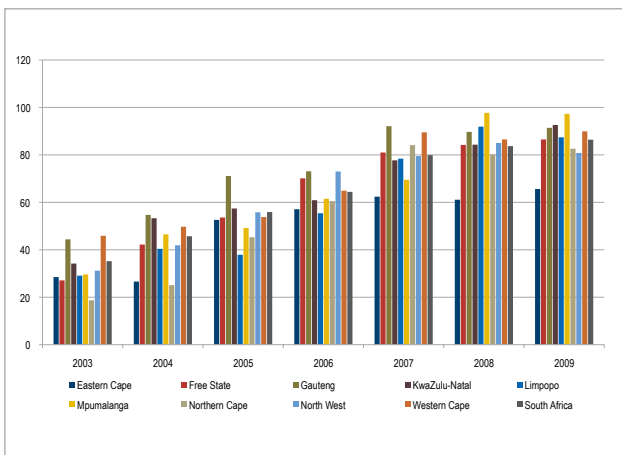
Source: SASAS

Figure 4 shows the high increase in access to cellphones and an apparent saturation point by 2009 in all the provinces, except in the Eastern Cape. Although Gauteng and the Western Cape once again dominated cellphone access initially, the other provinces had almost caught up by 2008. It was also found that cellphone access was generally higher than computer and internet access.

Radio and television access
Unsurprisingly, there were very minor disparities between rural and urban access to radio (approximately 66% rural and 76% urban access in 2009), whereas there were much larger differences in television access (almost 64% rural and 91% urban access in 2009), as demonstrated in Figure 5.

Figure 5: Trends in television access by rural or urban location (percentages of individuals aged 16+)
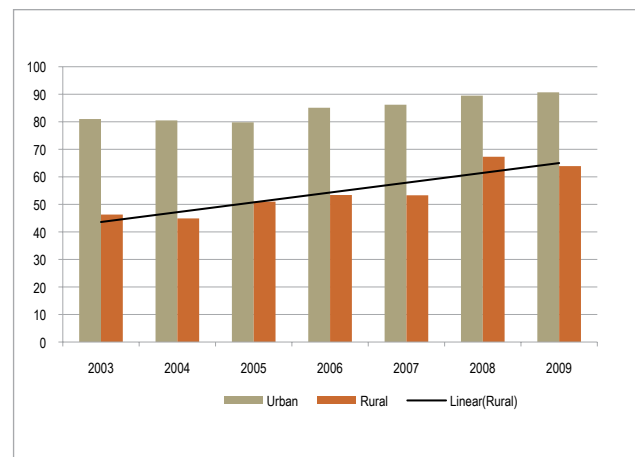
Source: SASAS

There is already good cellphone and fair radio and television access in rural areas. These cornerstone mediums can be employed immediately in rural areas for information sharing, and further developed as tools of poverty alleviation.

Conclusion

Most developed economies have very good ICT infrastructure, suggesting that ICT platforms provide a foundation for, and contribute to, development. In some urban areas, South Africa's ICT infrastructure is good, but the opposite is true for most rural areas.

The findings of this study and others indicate lower ICT access by the rural population compared to the urban population of South Africa and therefore, a possible shortfall in the implementation of the country's strategies for ICT spread to rural areas. A useful concept of the Knowledge Economy Model, adopted by the Department of Science and Technology, is to involve the private sector in the provision of necessary knowledge infrastructure and services. ICT distribution to rural areas could be enabled by such a strategy and this could in turn lead to poverty alleviation in rural areas.

There is already good cellphone and fair radio and television access in rural areas. These cornerstone mediums can be employed immediately in rural areas for information sharing, and further developed as tools of poverty alleviation, for example, through sharing health information, e-learning at schools or enabling economic activity through cellphone banking.

Simple solutions that are durable, adaptable and easily maintained are most likely to succeed initially. Education, skills, capital equipment and infrastructure are needed for this ICT diffusion to succeed optimally. For example, schools need computers, as well as the means to keep this equipment safe, properly maintained and connected. ■

Comparison between digital and selected other media

An analysis of selected other media showed that access to the various types of media were lower in rural areas compared to urban areas. An important factor in this respect was rural access to the electricity grid, which grew notably from approximately 51% in 2003 to 78% in 2009 (Figure 6). Access to DVD players or video cassette recorders (VCRs) increased rapidly in the rural areas from approximately 6% in 2004 to about 44% in 2009, at which point urban access stood at almost 79%. Although access to satellite/pay TV grew in rural areas during this period, the growth was marginal and the access levels remained low.

Figure 6: Trends in electricity access by rural or urban location (percentages of individuals aged 16+)
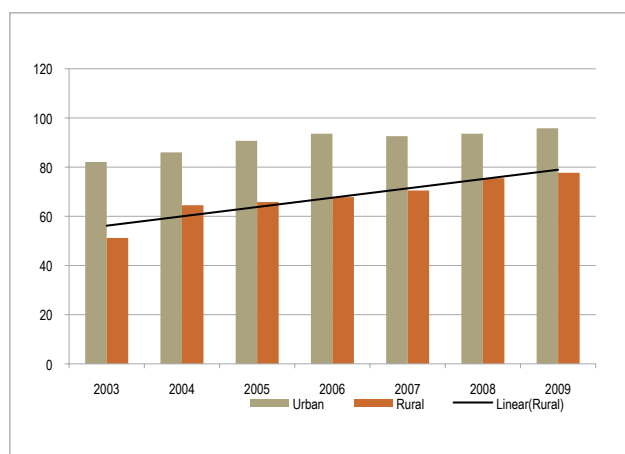
Source: SASAS

Family ties:

Blood is thicker than water

In South Africa, there are concerns that traditional lines of support between generations (intergenerational solidarity) are weakening. Those born after the advent of democracy are often seen as less likely to support their older counterparts. But are such fears justified? *Steven Gordon, Benjamin Roberts* and *Jarè Struwig* examine patterns of intergenerational solidarity within South African families.

Intergenerational solidarity is one of the three key themes that has been established by the United Nations for the 20th anniversary of the International Year of the Family. This article investigates this trend in the South African context, using a detailed set of questions fielded to 2 547 participants during the 10th round of the South African Social Attitudes Survey (SASAS) conducted in late 2012.

These questions formed part of a larger questionnaire aimed at determining family-related values, preferences and dynamics. The survey was nationally representative of the nation's adult population (16 years and older) living in private households in the country's nine provinces.

Intergenerational solidarity within families

The results showed that in general, South Africans tended to strongly believe that adult children should have a close relationship with their parents (Figure 1). Three quarters of the adult population agreed that grown-up children should live close to their parents and 81 % believed that grown-up children should talk to their parents at least once a week.

There was also a firm belief that adult children should support their parents in their old age. Almost nine out of every 10 (87 %) South Africans thought that adults should be willing to sacrifice some of the things they wanted in

order to support their ageing parents. Although there is some speculation about South Africans becoming more individualistic over time, these findings suggested that the vast majority desired strong intergenerational solidarity within families.

Figure 1: Attitudes towards intergenerational solidarity within families
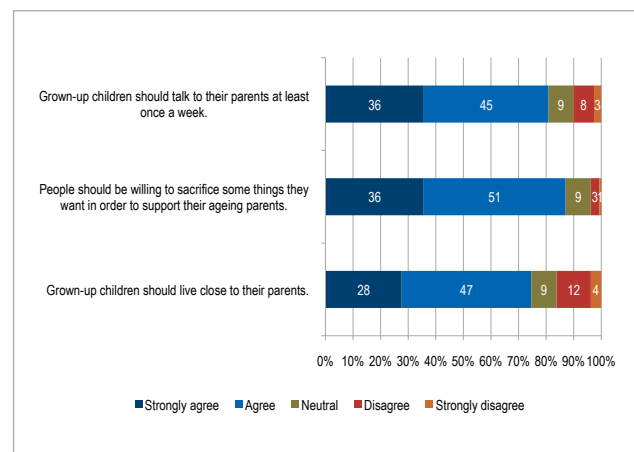
Source: South African Social Attitudes Survey (SASAS) 2012

Preferences for close intergenerational family relationships were widespread across age groups. Younger South Africans were not less likely to support close relationships between adult children and their parents. It was particularly interesting to note that 91% of those aged 16-19 believed that adults should be willing to make sacrifices to support their elderly parents. Encouragingly, men were found to be no different from women in their preferences for intergenerational solidarity within families.

However, there was some evidence of population group-based difference in preferences, with white South Africans being less supportive of strong intergenerational family relationships when compared to other groups.

There was some evidence of population group-based difference in preferences, with white South Africans being less supportive of strong intergenerational family relationships when compared to other groups.

Intergenerational consensus within families

Given the considerable political and social changes that have occurred in South Africa over the last two decades, one would expect that strong generational differences in values might exist within families. However, these survey results suggested that many South Africans held opinions broadly comparable with their parent or caregivers.

When asked, 'how similar are your opinions to the people who raised you', a majority of the adult population (53%) responded that their views were very similar, with a further 31% indicating that their views were similar. Only a small minority (7%) reported that their attitudes were dissimilar to those who raised them.

Figure 2: Difference on views of older and younger family members on important issues
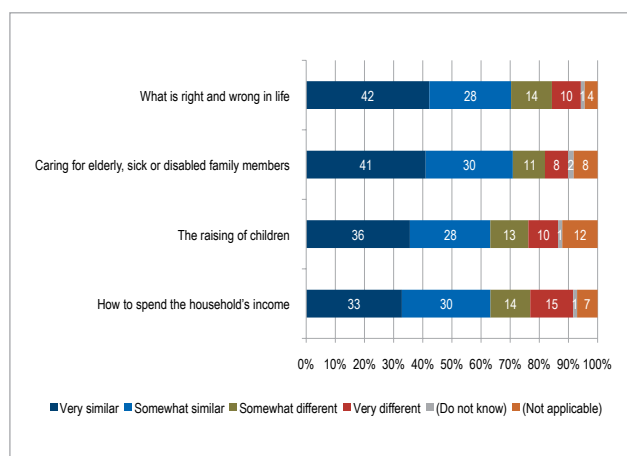
Source: South African Social Attitudes Survey (SASAS) 2012

In order to further test consensus between generations in South African families, respondents were asked how similar or different the views of younger persons and older persons in their families were on important issues (Figure 2).

The findings suggested that a majority of South Africans thought that younger and older individuals in their families shared similar views on taking care of sick, disabled or elderly family members (71%), morality (70%), child rearing (64%) and financial decision making (63%).

There were differences in subgroups in intergenerational consensus. Younger respondents perceived differences in the intergenerational views of household financial decision making and raising children. Less than half (46%) of respondents under 20 years of age thought views on how to spend income in the household were similar; 54% believed that views on raising children were alike.

Interestingly, men were more likely than women to believe that the views of younger and older persons in their family differed on the raising of children and caring for vulnerable family members. Population group differences in intergenerational family consensus were also noted, with Indian South Africans reporting higher levels of perceived consensus on all issues, compared with white, coloured and black South Africans.

Black South Africans were found to be more engaged in forms of kinship support networks when compared to other population groups.
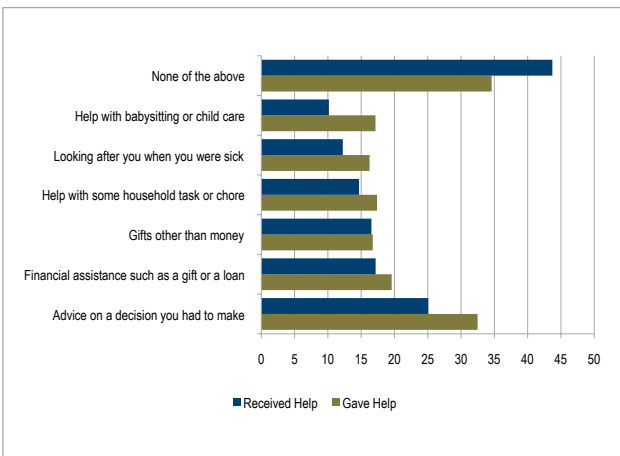
Kinship networks and family support

Traditionally, historical family structures have been important sources of support, with strong kinship networks providing assistance to members of the network. However, there are concerns that these networks are breaking down under the weight of changing family values and societal norms as well as new economic pressures.

To test the strength of existing family networks in South Africa, we asked respondents what kind of help they had received, and had given, to family members that did not live in their household in the past three months (Figure 3).

More than two-thirds (65%) of the adult population had helped family members outside the household in some or other way. Fewer South Africans (56%) indicated that they had received some form of help during the reference period. The most popular forms of assistance were advice on decision making and financial assistance. The forms of assistance provided depended on the economic resources of the household, with wealthy South Africans being twice as likely to assist family members financially, relative to their poorer counterparts.

Figure 3: Giving and receiving help from those outside the family

Source: South African Social Attitudes Survey (SASAS) 2012

Population group differences in intergenerational family consensus were also noted, with Indian South Africans reporting higher levels of perceived consensus on all issues, compared with white, coloured and black South Africans.

Conclusion

In charting its national long-term perspective and strategy for the county, the National Planning Commission has placed significant emphasis on the need for, and challenges associated with, promoting nation-building and social cohesion. The family, its structure and functioning plays an integral role as part of a broader conceptualisation of socio-cultural cohesion.

The results present here suggest that there is a strong inclination for intergenerational family solidarity among the populace, keeping in mind that many families face numerous challenges, such as HIV/AIDS, poverty and unemployment, that negatively impact on their ability to look after family members in need. Families must be strengthened through interventions that will enable kinship networks to maintain and improve support to vulnerable family members. ◼

Authors: Steven Gordon, PhD intern; Benjamin Roberts and Jarè Struwig, coordinators of the South African Social Attitudes Survey (SASAS), Democracy, Governance and Service Delivery programme, HSRC.

Most individuals gave or received one form of aid, with 29% giving and even less (22%) receiving multiple forms of assistance. Significant subgroup differences were noted in the extent to which help was given and received. When compared to other age groups, those in their middle age were also more likely to give multiple types of assistance to family members.

Black South Africans were found to be more engaged in forms of kinship support networks when compared to other population groups. Surprisingly, the wealthy were not more inclined to have given multiple forms of assistance. This may indicate that an ethos of giving is driven by factors other than economic position.

Releasing the transformative power of urbanisation

The relationship between urbanisation and development points to a crucial issue of our time. The urban population of low- and middle-income countries is expected to double from two to four billion between 2000 and 2030. Burgeoning urban populations in Africa and Asia contribute to congestion, squalid living conditions, the spread of communicable diseases and stressed ecosystems. If urban labour markets cannot absorb the expanding workforce, writes *Ivan Turok*, escalating poverty and hardship may spark social unrest and violence.

More than three quarters of governments around the world are apprehensive about urbanisation and as such, have a range of explicit or implicit policies in place to discourage people from moving to cities. The United Nations, meanwhile, is increasingly concerned about anti-urban sentiments among governments and their reactive, fire-fighting approach to informal settlements.

Towards positive national urban policies

It was against this backdrop that the UN-Habitat Governing Council met in Nairobi in April 2013 to discuss the link between urbanisation and development, and to consider the case for encouraging more positive national urban policies to plan and manage urban development more effectively.

As a keynote speaker at this event, the author drew attention to the strong connection between urbanisation and economic progress in Asia (Figure 1). Over the 26-year period from 1985 to 2011, there was a consistent positive relationship between these factors for all countries with available data in this regard.

Figure 1: Urbanisation and economic development in Asia.
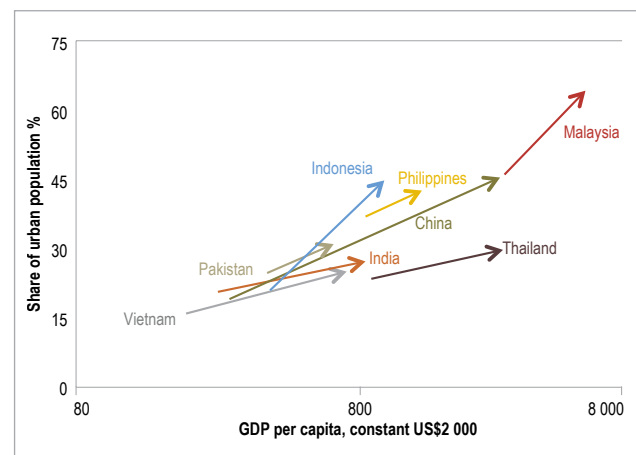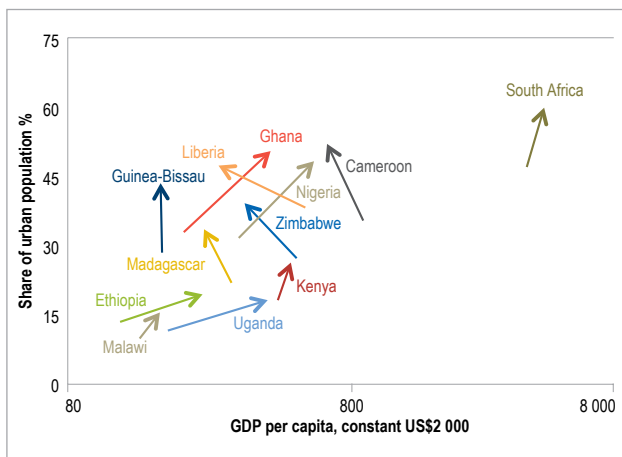

Source: World Development Indicators, World Bank

The case for China, Africa and BRICS

China experienced the greatest increase in prosperity, with average incomes rising nine-fold. During this period, the level of urbanisation more than doubled from 23% to 52%.

Through careful planning and investment in city infrastructure, governments can make a big difference in limiting congestion, containing property prices and restricting environmental damage.

Figure 2 shows a very mixed picture for Africa. Seven countries enjoyed a rise in average incomes, but five countries experienced a decline as economic growth failed to keep pace with population growth. Urbanisation increased at a slightly faster rate in Africa than in Asia, but it was clearly not associated with the same level of economic improvement.

Figure 2: Urbanisation and economic development in Africa.

Source: World Development Indicators, World Bank

Urbanisation increased at a slightly faster rate in Africa than in Asia, but it was clearly not associated with the same level of economic improvement.

In another collaborative project with researchers across the BRICS countries (Brazil, Russia, India, China and SA), we explored some of the conditions that influenced whether or not urbanisation contributed to productivity and economic development.

It seems that the physical form or spatial layout of cities is a significant influence on how efficiently cities function. Through careful planning and investment in city infrastructure, governments can make a big difference in limiting congestion, containing property prices and restricting environmental damage.

China has been particularly effective at using enhanced municipal powers over the acquisition and development of land to fund major infrastructure investment. This has provided favourable conditions to bolster industrialisation.

Brazil's cities have pioneered important social innovations that improve the security and assets of poor households by giving them legal rights to the land they occupy. A new approach to upgrading the *favelas* (shanty settlements) is also raising living standards, education and health.

South Africa plots a way forward

Closer to home, the significance of urbanisation, as revealed in the 2011 Census results, combined with growing service delivery protests, have prompted the South African Government to start work on an Integrated Urban Development Framework (Figure 3). This was officially announced in President Jacob Zuma's 2013 State of the Nation address. The author is serving on the expert panel that has been tasked with developing the policy, overseen by five government ministers. The panel will report later this year, after an initial phase of preparatory research.

Figure 3: Major service delivery protests between 2004 and 2012.
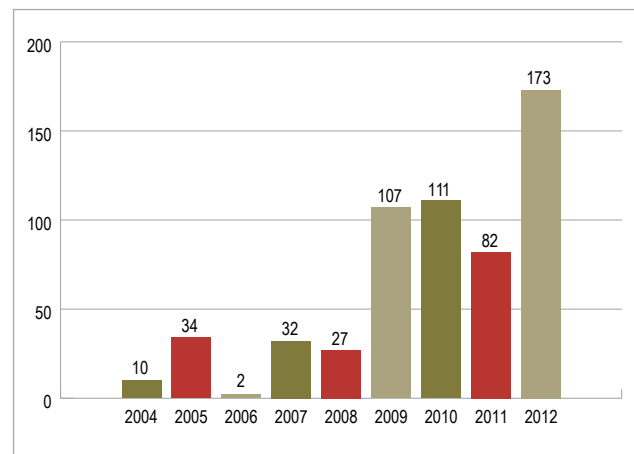
Source: Municipal IQ

Meanwhile, the National Treasury has launched a City Support Programme to work with the country's eight major metro municipalities to build institutional capacity to promote spatial transformation, climate resilience and good governance. A consortium secured a two-year contract from the treasury to provide a mixture of evidence, policy advice and technical support around the reshaping of the distorted built environment.

Overall, a coherent body of urban research and policy expertise is being built at the HSRC that will be increasingly useful for national and international authorities seeking to develop more prosperous and equitable cities, and to handle the challenges of urbanisation more effectively and fairly in the future. ■

Author: Professor Ivan Turok, deputy executive director, Economic Performance and Development, HSRC.

The impact of social policies on the welfare of women and children

Do social policies aimed at reducing poverty positively benefit the health of women and children? This is the central question a multi-country, collaborative research project attempts to answer. *Belinda Maswikwa* and *Linda Richter* explore the project and its key objectives.

The Maternal and Child Health Equity (MACHEquity) research programme aims to examine how social policies focused on reducing poverty, income and gender inequality affect women and children's health. The project collates several databases on health with global policy data in order to bring research to bear on public policies and existing programmes.

MACHEquity is a collaboration between a myriad of institutions, including the Institute for Health and Social Policy (IHSP) at McGill University in Montreal, Canada; the Human Sciences Research Council in Durban, South Africa; the World Policy Analysis Centre (WPAC) at the University of California in Los Angeles, USA; the Townsend Centre for International Poverty Research at Bristol University in Bristol, UK; the Centre for Public Policy at the Indian Institute of Management in Bangalore, India; and the School of Public Health at Cayetano University in Lima, Peru. MACHEquity is supported by the Canadian Institute for Health Research.

The health information for the project is based on data from two cross-national household surveys: the Demographic and Health Surveys (DHS) developed by the United States Agency for International Development (USAID) and the Multiple Indicator Cluster Surveys (MICS) developed by the United Nations Children Fund (UNICEF). These are nationally representative household surveys conducted in 85 and 60 low and

middle income countries respectively, providing data for a wide range of indicators to monitor maternal and child health, such as fertility, nutritional status, child mortality, prenatal and postnatal care. Synchronising the information in all these databases would assist in translating research findings into effective public policies and programmes.

The consortium partners also have access to the Institute for Health and Social Policy (IHSP) and the World Policy Analysis Centre (WPAC) policy databases, containing information on a wide range of policies central to poverty, gender and health equity in all 193 UN countries. These include policies covering discrimination; equity; disability; family; education; adult and child labour; child marriage; income policies; and social, economic, civil and political rights.

The work of Dr Jody Heymann, Founding Director of IHSP and WPAC, provides an example of the analytical power of this interdisciplinary approach. Heymann and her team performed a globally comparative analysis of the impact of breastfeeding policies (Figure 1) and found that national policies guaranteeing paid breastfeeding breaks until an infant was six months old were associated with significantly higher rates of exclusive breastfeeding. In other words, countries where employers were obligated to provide appropriate facilities and paid breaks for employees who wished to breastfeed had a higher proportion of infants that were exclusively breastfed for six months (the minimum time

recommended by the World Health Organisation), which is associated with lower rates of infant mortality and chronic diseases such as diabetes. This was observed even when countries' GDP per capita was taken into account, as well as the percentage of the population living in an urban area, the female literacy rate and year of exclusive breastfeeding data.

MACHEquity has a similar commitment to translating research findings into effective public policies and programmes on the ground. The programme is ongoing and also provides a two year fellowship training component. For more information, visit *http://machequity.com.* ■

Authors: Belinda Maswikwa, doctoral intern, HIV/AIDS, STIs and TB research programme, HSRC; Professor Linda Richter, distinguished research fellow, HSRC.

Figure 1: Predicted exclusive breastfeeding rates for typical countries, by income and breastfeeding break policy.
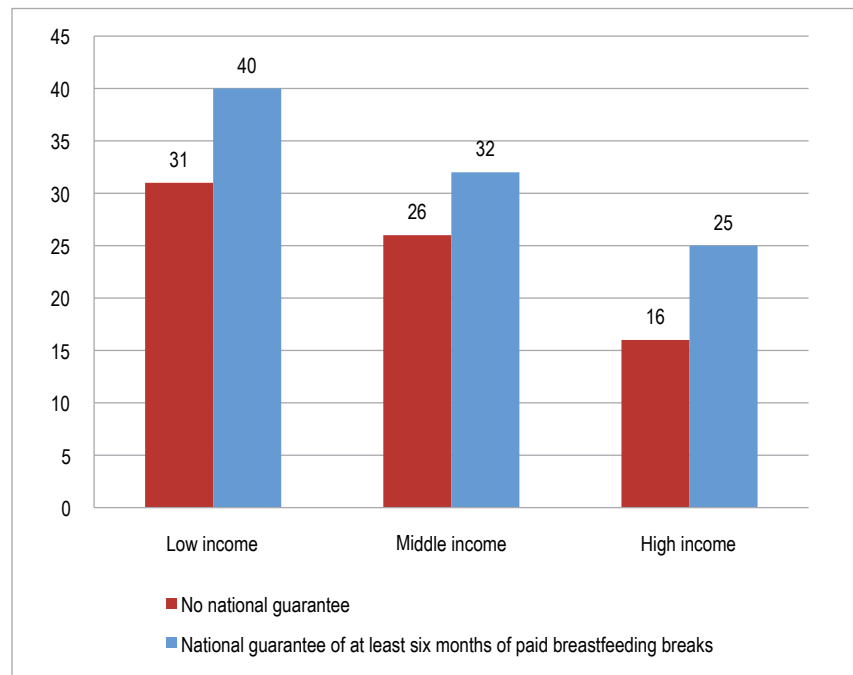
National policies guaranteeing paid breastfeeding breaks until an infant was six months old were associated with significantly higher rates of exclusive breastfeeding... which is associated with lower rates of infant mortality and chronic diseases such as diabetes.

Figure 2: Countries where mothers of infants are guaranteed breastfeeding breaks at work.
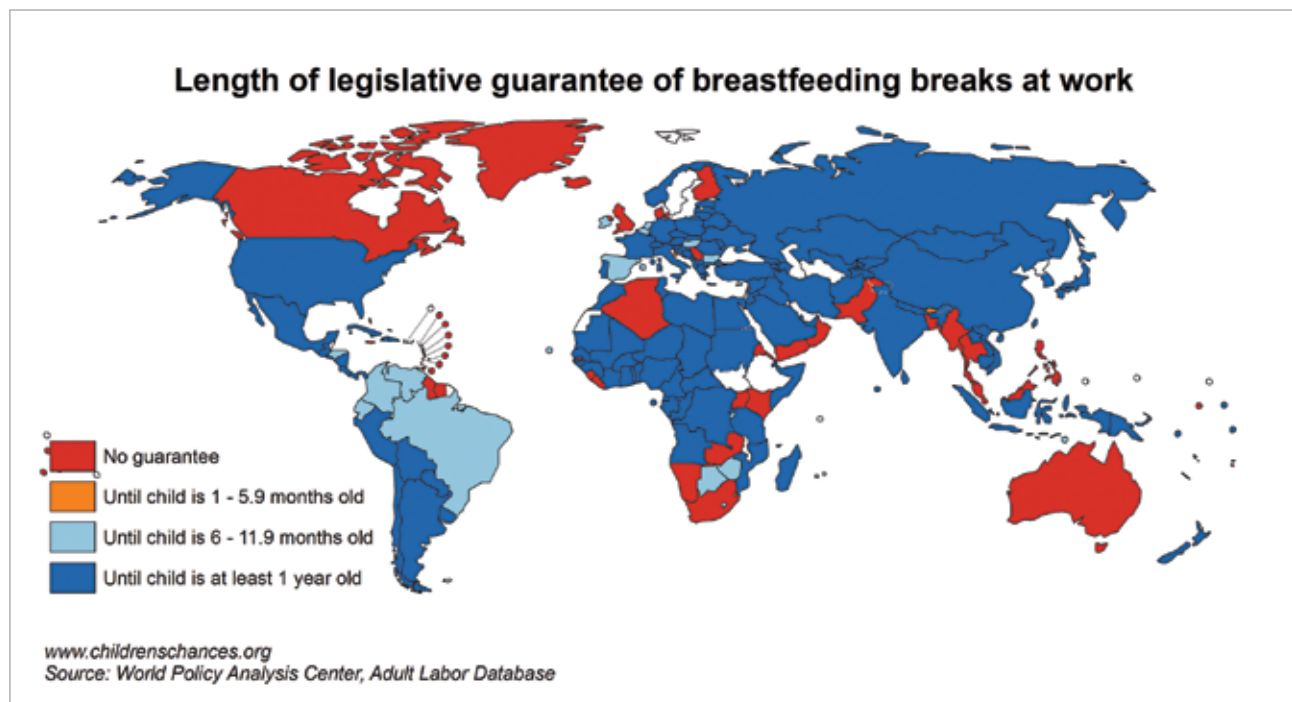
Source map: www.bbc.co.uk/news/business-22688596

Women leaders in the workplace:
The intangible barrier

Jane Rarieya takes a closer look at gender equality in South Africa and finds a discrepancy between men and women in labour participation, remuneration and advancement.

The past 20 years of democracy in South Africa have seen significant strides being made to ensure that gender equality has become a societal reality. Indeed, South Africa has received international recognition for these efforts and is currently ranked 16th in the world by the Global Gender Gap Index, a framework used by the World Economic Forum to capture the magnitude and scope of gender-based disparities among countries in the areas of economic participation and opportunity; educational attainment; health and survival; and political empowerment.

The glass ceiling

However, a closer analysis of South Africa's score in the area of economic participation and opportunity reveals disparities regarding gender equality. There appears to be a gap between men and women in labour participation, remuneration and advancement. On this criterion, South Africa's score drops significantly to 69th position, clearly denoting a problem in gender equality in the workplace. This issue is not peculiar to South Africa alone; the 2012 G20 Worldwide Index of Women as Public Sector Leaders demonstrated that while women made up a sizeable percentage of the workforce in most countries, this was not reflected in their representation in leadership.

The 2012-2013 Commission for Employment Equity Annual Report raised some fundamental questions regarding the status of women in the workplace in South Africa. The report indicated that males far outnumbered females at all levels of management in South Africa (Table 1). Further, few women were being promoted to top and senior management levels. Of the total number of people recruited or promoted to top management level, women comprised 22.5% and 30.2% respectively. Studies have identified three main contributing factors to women's absence in leadership in the workplace, discussed below.

While women made up a sizeable percentage of the workforce in most countries, this was not reflected in their representation in leadership.

Table 1: Gender distribution in workplace leadership.

Level: Top management		
Gender	2002	2012
Male	86.2%	80.2%
Female	13.7%	19.8%
Level: Senior management		
Gender	2002	2012
Male	78.5%	69.2%
Female	21.6%	30.1%

Source: Commission for Employment Equity Annual Report 2012-2013.

Structure of leadership paths and positions in organisations

Men's predominance in positions of organisational power, coupled with their well established professional and social network patterns, provide them with greater access to information and support. Women often have difficulty breaking into this professional support system.

Further, the convergence of women's biological and professional clocks, their roles as mothers and the time demands of leadership positions put them at a disadvantage to attaining these positions. Workplaces are increasingly competitive, and this is further exacerbated by the technological advances that enable constant accessibility, blurring the boundaries between work and home.

Although men today assume an increasing share of household responsibilities, women continue to shoulder the major burden. Unlike most male leaders, female leaders lack the support of spouses who are full-time homemakers or who only work part time. Moreover, women with families also face more travel and relocation constraints than similarly situated men, often opting for career breaks as a result.

Perception of women leaders

Traditional societal gender stereotypes pose a fundamental challenge to women in leadership. There is a mismatch between the qualities traditionally associated with leaders and those traditionally associated with women. Assertive and authoritative behaviours that people link with leadership tend not to be viewed as typical or attractive in women. What is deemed assertive in a man appears abrasive in a

woman. Thus, women face trade-offs between competence and likability.

Generally, these challenges result in women dropping off the leadership track or taking lower posts, reinforcing assumptions that women are less committed to their careers and less worthy of training or managing challenging assignments.

The absence of women in leadership positions negatively affects women lower in the organisational ranks. Since feminine attributes appear a hindrance to success they adopt masculinist approaches to leadership, modelled by men.

Traditional societal gender stereotypes pose a fundamental challenge to women in leadership. There is a mismatch between the qualities traditionally associated with leaders and those traditionally associated with women.

Women leaders' self-perception

Many women also internalise societal stereotypes and these create a psychological glass ceiling. They consider themselves less qualified for leadership positions. This lesser sense of entitlement discourages them from engaging in assertive, self-promoting behaviours and from taking risks, which are key leadership traits.

There is a need to ensure gender parity as well as the creation of enabling environments for women to access and stay in leadership.

Further, some women in leadership develop what is often referred to as a 'queen bee syndrome.' They consider their title and status a culmination of an individual struggle, and therefore do not support their female juniors' ascent to leadership.

Women tend to be less aggressive than men in applying for the big jobs they want; only applying if they have all the required papers. When it comes to pay negotiations, they are reluctant to appear aggressive and so lose out on this score too.

The foregoing indicates a need to ensure gender parity as well as the creation of enabling environments for women to access and stay in leadership. A number of recommendations towards this end are deliberated.

Recommended interventions

- A key role in building women's capacity is good quality education that encourages independent, critical thought, fosters self confidence and provides young girls with a vision of their future.
- Address discriminatory practices in recruitment and pay equity, facilitated through the proper enactment of laws against discrimination.
- Career breaks impact negatively on women's leadership aspirations, therefore measures should be instituted to eliminate the adverse impact of career breaks through well-paid leave and right of return to posts.

- The provision of family-friendly work environments, such as the provision of crèches at work for nursing mothers and flexible work schedules, will go a long way to keeping more women at work.
- More rigorous public campaigns to challenge gender stereotypes and the establishment of programmes to increase fathers' parenting roles are needed.
- Women need to be legally literate to ensure the proper implementation of legislation against discrimination.
- In view of the difficulty women have in entering leadership positions, alliance building and women's organisations can assist them to enter such positions, particularly in government and parastatal organisations. Organisations whose members often comprise women activists have been successful in campaigning for the appointment of women to key positions.
- Lastly, the implementation of affirmative action is especially important in helping to redress an imbalance of men and women at senior levels. Continuing discrimination and internalised ideas about male and female roles hamper women leaders-in-waiting and prevent their full participation in leadership.

Conclusion

Leadership is not only about what leaders do; it is also about who leaders are and the contexts in which they lead. Therefore, to significantly reduce and eventually eliminate the gender gap in leadership, one needs to address this issue at the individual and organisational levels.

At the individual level there is a need to consider how gender biases affect individuals' capacities for developing leadership identity, while at the organisational level, there is need to address the unconscious biases and workplace practices that constrain women's leadership opportunities and performance. Doing so is likely to enable women to access social, civil, political and institutional power that is necessary to get into and stay in leadership. ■

Author: Professor Jane F. A. Rarieya, African research fellow, Human and Social Development research programme, HSRC.

Tackling plagiarism at university level

In a survey among teaching staff and academic administrators at a South African university, *Kuttickattu John Mammen* and *Thenjiwe Meyiwa* looked at steps to avoid plagiarism, training to detect academic cheating and perceptions on plagiarism among students.
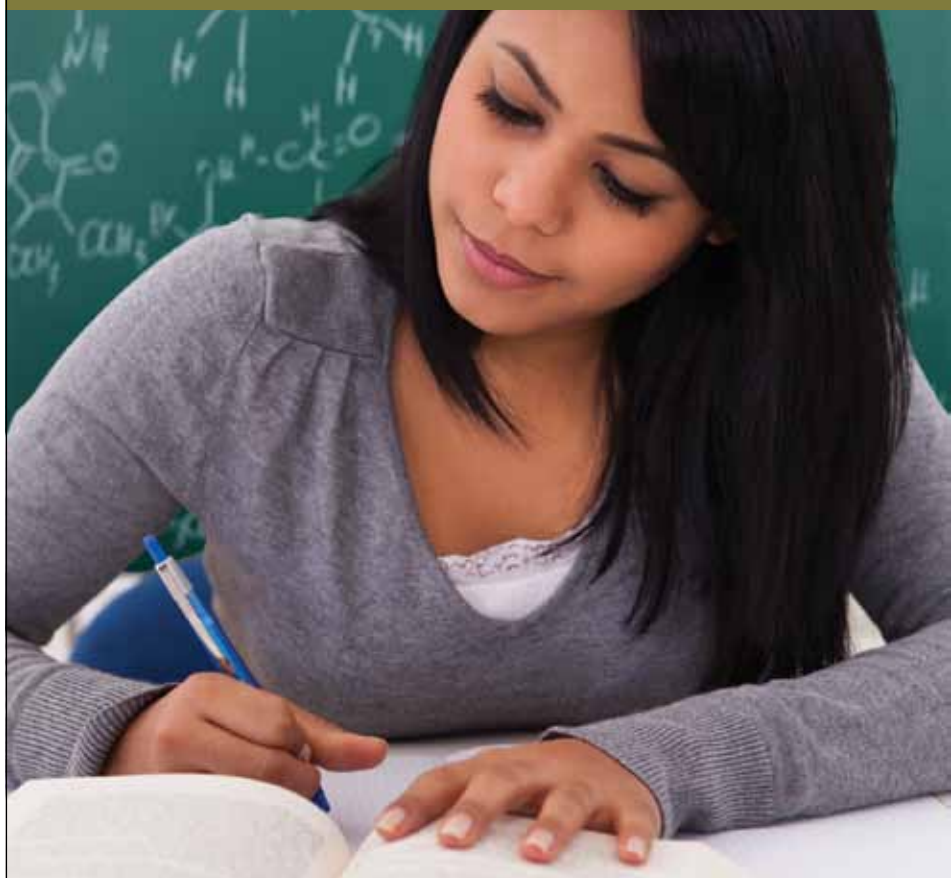
There is a general perception that plagiarism – the practice of including someone else's work in academic writing without acknowledging the authorship – is on the rise, causing disquiet about academic cheating.

As stated in a South Georgia College microbiology course programme, authored by Dr Timothy L Rhoads:

'Plagiarism is sometimes a moral and ethical offence rather than a legal one… [it] is almost always seen as a shameful act, and plagiarists are usually regarded with pity and scorn. They are pitied because they have demonstrated their inability to develop and express their own thoughts. They are scorned because of their dishonesty and their willingness to deceive others for personal gain… it is also intellectually lazy and deprives the plagiarist of an education.'

The overwhelming majority of respondents indicated that they had received training during their own education on in-text referencing, compiling a list of references, and on avoiding plagiarism.

Methods used
The study included questionnaires, which were distributed to 50 academics (teaching staff) and academic administrators that had a direct link with students in the past year – either as teachers, mentors or examiners of pre-service and/or in-service student teachers. Of these, 19 questionnaires were returned, giving an effective return rate of 38%.

Of particular interest for the study was the respondents' own training with regard to avoiding plagiarism, in-text referencing and creating a reference list. They also had to respond to procedures in training their students and provide their perceptions of plagiarism. The questions sought to establish steps normally taken to identify plagiarism, the frequency of cheating incidents, at which level they were widespread, and strategies they could suggest to curb the practice.

The respondents were aged between 26 and 65 years, and were drawn from all race groups except coloured students, who were not participating in the study. The majority (53%) had doctoral qualifications and the rest had master's degrees. Total teaching experience varied from five to more than 35 years.

Training in avoiding plagiarism
The overwhelming majority indicated that they had received training during their own education on in-text referencing (compiling a list of references), and on avoiding plagiarism, but many did not (21%, 16% and 11% respectively), indicating that there were academics not adequately prepared for dealing with these matters.

The data showed some indifference to this important academic concern, and that plagiarism may not have been a topical and grave concern during their time as students. It also showed that there were no uniform levels at which academics train students on referencing styles and matters related to plagiarism, or of the duration of the training. Most respondents indicated that they spent at least one hour training their students in different skills, and that most training happened at post-graduate level.

This finding could either point to plagiarism being more frequent at this level than at undergraduate level, or that academics focus more on such issues at this level. Training in correct referencing and how to avoid plagiarism should be dealt with already in undergraduate work. Most respondents (84%) said they were confident enough to recognise incidences of plagiarism, but staff development was required to instil confidence in the small percentage of academics that may still need assistance.

Most respondents said they were confident enough to recognise incidences of plagiarism.

The frequency of plagiarism
If the data from Tables 1 and 2 are read together, it shows that plagiarism occurs at all qualification levels of university education, including teacher education, and in all kinds of work presented by students. The frequency of plagiarism is high. These findings are similar to those at universities from other countries.

Table 1: Respondents' experiences of detecting plagiarism (number of respondents in brackets).

Qualification level	Practical assignments	Academic/research assignments
Diploma	(2)	(1)
Undergraduate	(7)	(5)
Honours	(3)	(7)
Master's	(2)	(8)
Doctorate	(1)	(3)

* Because each respondent gave more than one response, the total number of responses does not equal the total number of respondents.

Table 2: Respondents' observations on the frequency of plagiarism.

Qualification level	Very frequent	Frequent	Infrequent	Very infrequent
Diploma	1	2	1	0
Undergraduate	1	3	2	1
Honours	1	4	1	1
Master's	0	2	2	1
Doctorate	0	1	0	1

* Because each respondent gave more than one response, the total number of responses does not equal the total number of respondents.

Relevant and suitable structures should be established within faculties and institutionally to deal with plagiarism. It is crucial to hold academics, academic administrators, supervisors, co-supervisors and students accountable.

Respondents cited several contributing factors for their inability to police the problem, including high workload, large class sizes, time-consuming procedures and inadequate administrative support.

Corrective steps

Data from Table 3 indicate that most respondents were aware of corrective steps to be taken once plagiarism was recognised, but they varied in their approaches. Most academics take either one or a combination of steps when they detect plagiarism.

Respondents cited several contributing factors for their inability to police the problem, including high workload (79%), large class sizes (74%), time consuming procedures (53%), and inadequate administrative support (32%). Some argued that the daily actions of staff members reflected their ethical standards, and that it was only when such actions were regarded by students as being of a high standard, that there would be buy-in to the ethical instructions.

On a question of whether it was fair to discipline students not trained to avoid plagiarism, 95% of the respondents thought it unfair to apply sanctions or to punish students in this instance and that training was a prerequisite before taking punitive action. There was general agreement that training should take place at the entry level of the institution.

Table 3: Steps to deter incidences of plagiarism.

Deterrent strategies	Very frequently	Frequently	Infrequently	Very infrequently
Advise the student	(1)	(8)	(1)	0
Award zero mark	(0)	(2)	(1)	(2)
Reduce the mark	(4)	(1)	(2)	(1)
Train the student verbally	(4)	(3)	(2)	(1)

* Because each respondent gave more than one response, the total number of responses does not equal the total number of respondents.

Conclusion

The low (38%) return rate of questionnaires, despite reminders, was a worrisome factor acknowledged by the researchers. It may point to, among other aspects, a lack of significance attached to research data, reflecting a poor research culture. Some potential respondents' decisions to shun the research owing to plagiarism being an uncomfortable subject, also possibly led to the low return rate. The results of the survey present interesting findings in relation to the way in which academic staff view and manage plagiarism. The manner in which they responded to this academic dishonesty, although not entirely linked to their training, may be regarded as an indicator of the way in which student teachers, under their mentorship, are likely to manage plagiarism in their own studies, as well as with their school-based learners.

By consultative but decisive action, we argue that it is possible to minimise instances of a university being publicly denigrated, affecting the academic integrity of an institution. University staff, however, has a critical role to play through categorically and lucidly defining, as well as communicating, what constitutes plagiarism and ensuring a common understanding among the members of the senate, academic administrators, academic staff members, supervisors, co-supervisors and students. ∎
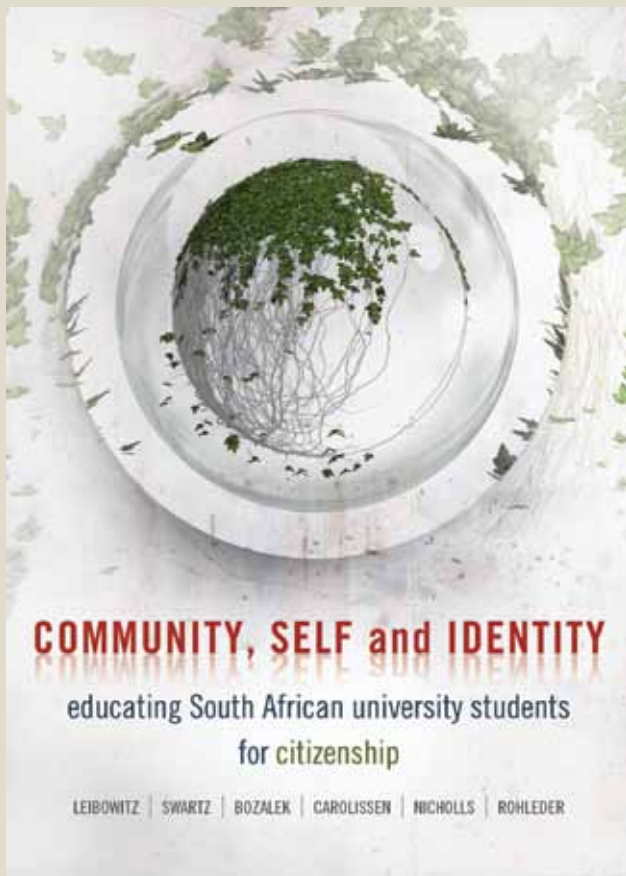
Authors: Professor Kuttickattu John Mammen, professor in education, University of Fort Hare, East London Campus; Professor Thenjiwe Meyiwa, research director, Education and Skills Development, HSRC, and the University of KwaZulu-Natal.
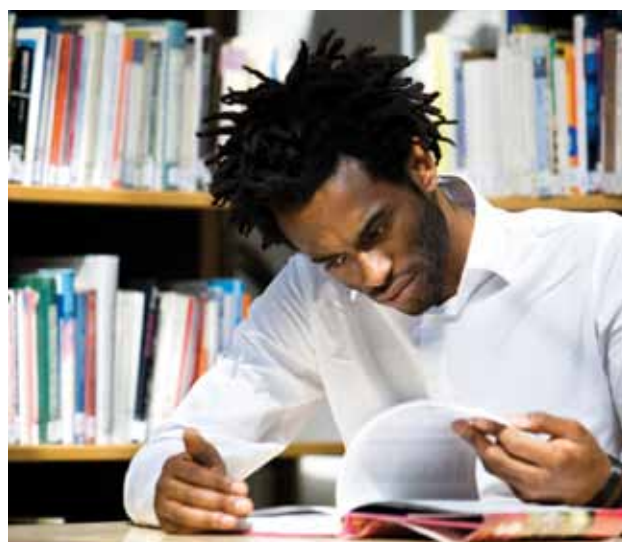
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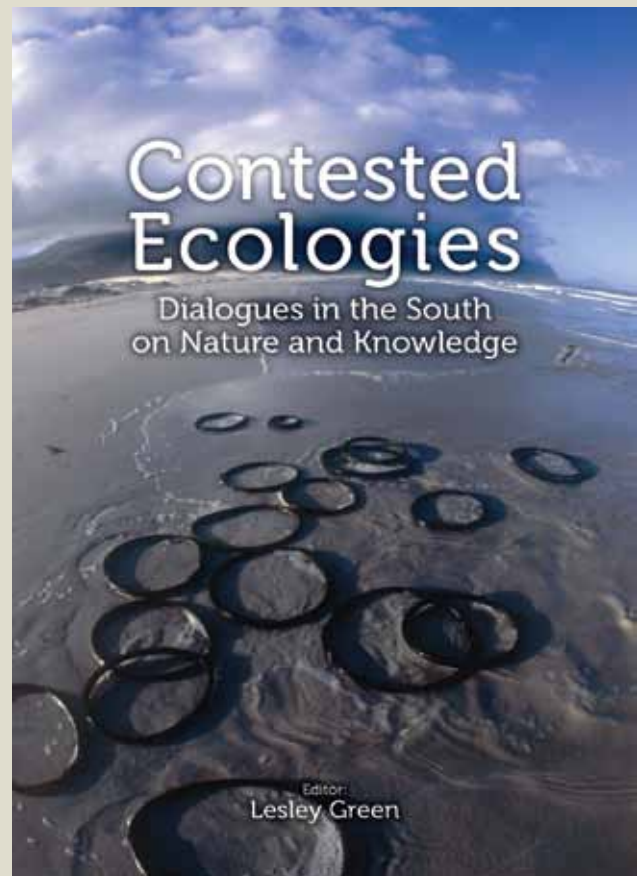www.hsrcpress.ac.za

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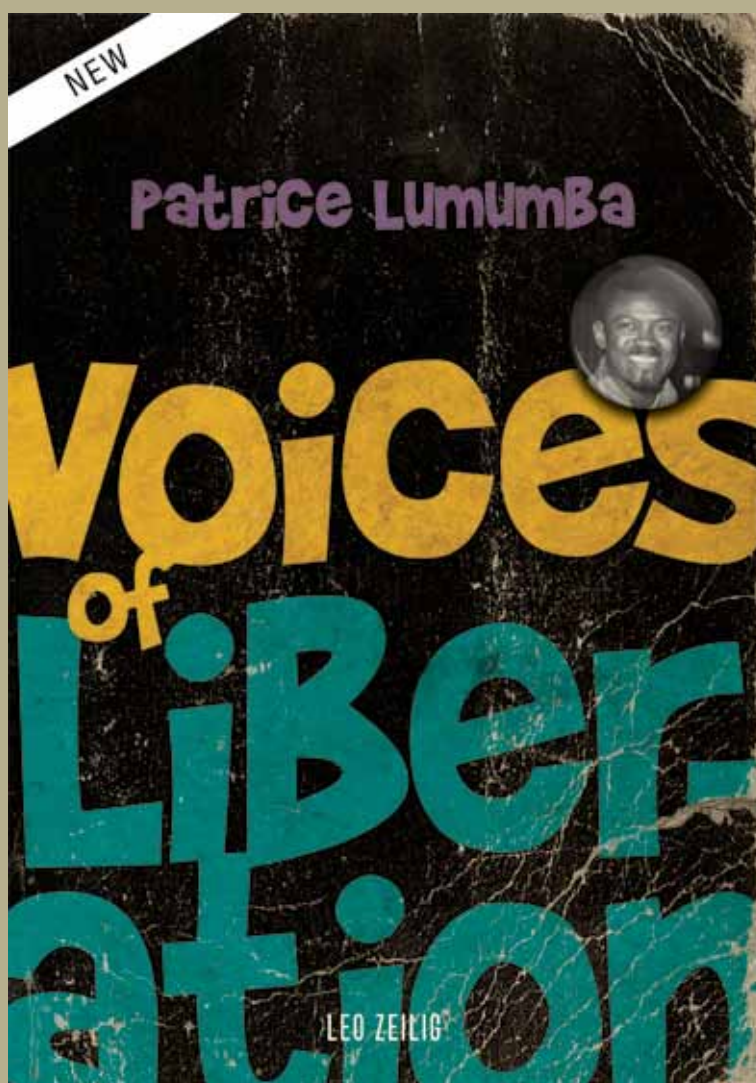
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