

2020 Centre for Social Development in Africa

ANNUAL REPORT

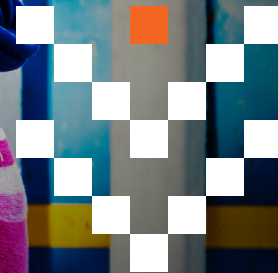
RESPONDING TO COVID-19 RELATED
SOCIAL CHALLENGES

HOME OF THE DST/NRF SOUTH AFRICAN RESEARCH
CHAIR IN WELFARE AND SOCIAL DEVELOPMENT

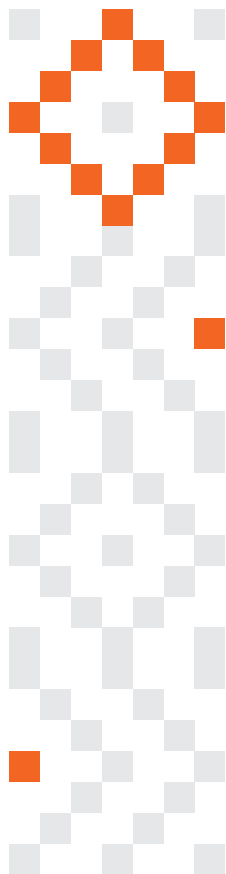


UNIVERSITY
OF
JOHANNESBURG

CENTRE FOR
SOCIAL DEVELOPMENT
IN AFRICA



The Future
Reimagined



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1. Director's Report: Delivering evidence-based solutions during Covid-19

In the midst of a trying year, I am proud of what the Centre for Social Development in Africa has managed to achieve and of how we were able to deliver evidence to inform thinking, practice and policymaking in response to the Covid-19 pandemic. As I wrote, in the early phases of the pandemic, published in *The Conversation Africa*, inequality and poverty are longstanding structural issues in South Africa. The pandemic served only to heighten and highlight these challenges. This factor meant that the CSDA, which has established an in-depth knowledge of how poverty and inequality play out at local and national levels and what interventions work to address these challenges, was ideally placed to bring our expertise to bear on the social challenges that emerged from this health crisis. We achieved this goal in several ways.

Prof Leila Patel, whose DST/NRF Research Chair was renewed late in 2020 and who we are proud to host at the CSDA, was involved in the [National Income Dynamics Study – Coronavirus Rapid Mobile \(NIDS-CRAM\) Survey](#), that collected data at several points in the past year, to understand the labour market, education, poverty, hunger, and welfare experiences

of people during the pandemic. Leila worked closely with collaborators at various other institutions to produce papers on the hunger experiences and welfare responses. Her work with these collaborators highlighted how hunger was a central concern for policymaking. This work was amongst those that influenced decisions to extend grant payments to households as a means of alleviating hunger. Her work also highlighted the incredible response of civil society organisations and philanthropic organisations to addressing hunger in communities. From a theoretical point of view her work showcased a cornerstone of social development theory in practice – that of pluralism – that social development outcomes are enhanced through participation of multiple actors.

The CSDA's expertise in family and social policy was recognised when we were approached by researchers from University College London to participate in a multi-country study on the effects of Covid-19 for families, namely, the [Families and Communities Transitions \(FACT\) under Covid Study](#). The study seeks to understand how family relationships are shifting during Covid and the related public health measures. Dr Sadiyya Haffjee has been leading this research for South Africa. She has brought her expertise in visual participatory methods into the digital era as we have sought creative means of collecting data in ways that do not place participants and researchers at risk.

The use of mobile diaries, Whatsapp voice notes and videos has meant that we have had real time insight into the challenges that families are facing, and their resilience in the face of these challenges. It has important implications for family strengthening and support programmes during this time. The FACT-Covid study brought the CSDA into collaboration with colleagues at University of California, Los Angeles, New York University, Universidad de Santiago, and the National University of Singapore amongst others.

We also sought to respond to the challenges that young people are facing. The Basic Package of Support programme for youth not in employment, education or training is a collaboration between the CSDA, Southern African Labour and Development Research Unity (SALDRU) at UCT, the DG Murray Trust, and the Capacity Building Programme for Employment Promotion that seeks to provide integrated and holistic support to young people to enable them to reconnect to training and labour market opportunities. While the programme originated prior to the pandemic, the work in 2020 focused on how to “pivot” the programme to meet the new realities of Covid-19. There was a real sense of urgency in developing the programme given recognition that many young people were losing jobs and leaving education opportunities because of Covid-19. The value of the programme was recognised when it was integrated into

the National Pathway Management Network – an aspect of the Presidential Youth Employment Intervention. This programme is a clear example of how our work is directly shaping policymaking and planning at the highest levels.

These three projects highlight many aspects of our operational model – conducting research of the highest standard; influencing policy, practice, and public discourse; and testing innovative solutions. But we did not lose sight of our role as teachers. The 2020 academic year was challenging for students and lecturers alike but I am gratified by how our teaching team adapted to the new learning environment. Again, the CSDA was well-prepared for the disruption in learning because our Interdisciplinary Masters programme was designed using a hybrid teaching model. We were therefore able to quickly move to a fully online approach and our students were well-equipped to manage this transition. The Covid-19 pandemic also presented a situation where we were able to teach about real-time policy making and how evidence can inform policy decisions. This approach was something students valued highly in this past year. I would like to thank all of those involved in teaching as well as the supervisors who engaged with students, checked on how they were coping, and provided significant additional support to ensure that they were able to submit their proposals and dissertations in good time. It is due to their efforts that we were able to complete the academic year with minimal disruption and

maximum learning opportunity. Congratulations especially to Leila who supervised five Masters and one Doctoral student to completion, and to Prof Eleanor Ross for supervising three Masters students to completion in 2020.

In addition to the above, the CSDA team has been able to deliver on our strategic goals for 2020. We shifted quickly to webinars in place of our quarterly seminars and in so doing widened participation. Several of our webinars elicited participation from other African countries, the United Kingdom, and the Netherlands. We also had an excellent year of research output with 42 publications being produced by staff and our network of research associates. Several of these have been in high-impact journals including *World Development*, *Children and Youth Services Review*, and *Social Science and Medicine*. Congratulations to Leila for her seven publications, Amanuel for six publications, and Honorary Professor James Midgley for his new book entitled *Inequality, Social Protection and Social Justice*, published by Edward Elgar.

This was also the year for awards. We are immensely proud of Leila on her two awards received in 2020 – The Katherine A Kendall Memorial Award made by the International Association of Schools of Social Work for her contribution to international social work education; and the Academy of Science of South Africa Science-for-Society Gold Medal Award (jointly awarded to our Vice Chancellor,

Prof Tshilidzi Marwala). Both awards are testament to the way you have crafted your career as being for the betterment of society. We also congratulate Honorary Professor James Midgley on his honorary doctorate received in December 2020 from his Alma Mater, the University of Cape Town. Thembeke Somtseu won the service beyond the call of duty award made by the Faculty of Humanities in recognition of the way she went “above and beyond” to provide excellent service and support this year.

The achievements of 2020 would not have been possible without the excellent complement of staff we have had at the CSDA. Many of these joined the CSDA in January and February of 2020 and had to come to terms with a new work environment alongside a new way of working. I am grateful to each one of you for your resilience and your commitment to our cause. Thank you to Prof Kammila Naidoo and the Deanery of the Faculty of Humanities for their tremendous support this past year. Their guidance and leadership enabled all of us leading departments during this difficult time to cope and thrive. My appreciation to the Vice Chancellor, Deputy Vice Chancellor (Research and Internationalisation), and the Research support division for their ongoing recognition of and support for the work that we do. My grateful thanks to the Advisory Board members, our research associates and collaborators, our donors and funders, and our various partners across state, civil society, and the private sector. It is only through these collaborations that we can solve the ongoing challenges that Covid-19 has once again brought to the fore.

Associate Professor Lauren Graham
CSDA: Director





2. DST/NRF South African Research Chair in Welfare and Social Development Report: Responding to the unique challenges of 2020

Over the past five years, the DST/NRF funded Chair in Welfare and Social Development attempted to proactively address key social development challenges locally and globally. Never was this focus more appropriate than during 2020, when South Africa and the world had to respond to new social development challenges on an unprecedented scale as a result of the Covid-19 pandemic.

A new study was launched, the National Income Dynamics Study – Coronavirus Rapid Mobile Survey (NIDS-CRAM) to monitor the impact of the Covid-19 pandemic on people's material and social well-being. I am a Steering Committee member of the NIDS-CRAM study. Together with Prof Servaas Van Der Berg, SARChI Chair in Economics of Social Policy at the University of Stellenbosch and his colleagues, we have tracked the impact of the pandemic on hunger over three waves in 2020. This work resulted in the publication of one research paper, a policy brief and a webinar on hunger that the CSDA hosted. The results from this important study were shared widely via *The Conversation Africa*.

In 2020 we kicked off another new initiative - the NRF supported Communities of Practice (CoP) study to strengthen multi-sectoral responses to improve well-being of children in the foundation years of schooling. A digital Child Well-being tracking Tool (CWTT) was developed by the team of researchers and 180 children were assessed at five schools in the City of Johannesburg despite many challenges due to the closure of the schools. These data are being analysed and will be assessed by a CoP at a school level involving teachers, nurses, social workers, education psychologists and maths and language specialists. Creative solutions will be developed for at risk children including intervention plans. This research, if successful, could be scaled up at many more schools in the future. Look out for our webinar to be held at the end of the first quarter this year. Read more about it in our Flagship project section on page 19.

Another significant piece of work that was completed in 2020 was the [National Minimum Wage report](#) on the domestic work and agriculture sectors. This research gathered insights from workers and key stakeholders and informed the deliberations of the National Minimum Wage Commission in October 2020 leading to a small increase in the NMW for domestic workers and farm workers. Read more about this important study on page 23.

2020 was a productive year in terms of publications too, helping to build knowledge for social development both locally and around the world. We are pleased that Dr Chibukem Nnaeme's doctoral research on how cash transfers promote livelihoods was published in *World Development*. In addition, our work on youth unemployment also featured prominently this past year. An article co-authored with Prof Lauren Graham and Prof Gina Chowa on non-economic indicators to assess youth employment programmes was published in the *Child and Youth Service Review*. Prof Ross and I are pleased that our article on the evaluation of the Sihleng'imizi family programme on connecting cash transfers with care services was published in *Child and Adolescent Social Work*. For those following our research on socio-economic rights and voting, our article on the 2019 elections with Prof Sadie was published in the journal *African Elections*. A productive collaboration with Prof Wendy Hunter and Prof Natasha Borges Sugiyama and saw our paper, which is a comparative study of social protection policies (Bolsa Familia (Brazil) and the CSG (South Africa) and women's empowerment, finally published in *Global Social Policy*.

I am also delighted that our book proposal (with Prof Sophie Plagerson and Dr Isaac Chinyoka) was accepted by Edward Elgar, titled, *Handbook on Social Protection and Social Development in the Global South*. It will be published in 2023.

I am honoured to have received two awards this year - the prestigious Katherine A. Kendall Memorial Award from the International Association of Schools of Social Work for my contribution to international social work education and the Academy of Science for South Africa's Science-for-Society Gold Medal for 2020 for excellence in the application of outstanding scientific thinking in the service of society.

Finally I am delighted that my DST/NRF Chair was renewed for a second five-year cycle. This renewal means that we can continue with some of our most exciting projects while helping to make a contribution to knowledge and nurture a new generation of social development researchers and practitioners.

Professor Leila Patel

DST/NRF South African Research Chair in Welfare and Social Development

Please note that throughout the report the DST/NRF South African Research Chair in Welfare and Social Development will be referred to as SARChI.



3. 2020 Flagship Projects

2020 was a year like no other, and inevitably the pandemic had a direct impact on our work. Despite the major challenges our team faced, with the shutdown of field work and the shift to remote working it was a remarkably productive year for the CSDA and the SARChI. Our teams have worked hard, taking the new way of working in their stride and finding innovative solutions to ensure that research continued. Our teams were also energised by the demand for high quality research as well as innovative solutions to the challenges that the Covid-19 pandemic has presented and this response can be seen in how our research has shifted to reflect the new context within the Covid-19 pandemic.

We aim to engage in cutting-edge, rigorous and interdisciplinary research that contributes to understanding and innovatively solving complex, contemporary social development challenges and here we share insights from four key research projects from the CSDA and SARChI that are doing just that.

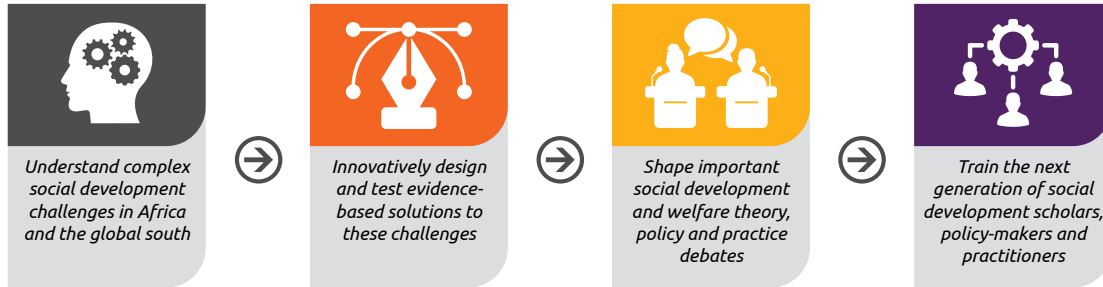
These projects have been selected from over 15 projects as they showcase the CSDA's operating model in action and highlight how research excellence goes hand-in-hand with the application of innovative, evidence-based social development interventions which is supported by robust public engagement and a strong emphasis on developing and nurturing talented social development scholars and practitioners. These projects broadly fall into our four thematic areas: contemporary social development challenges, social policy in the global south, welfare and social development innovations, and economic and social inclusion.

Vision statement

We aim to engage in cutting-edge, rigorous and interdisciplinary research that contributes to understanding and innovatively solving complex, contemporary social development challenges facing people and communities in Africa and the global south. In doing so we aim to challenge and shape social development theory internationally.

Mission statement

We engage in high quality, rigorous, applied, interdisciplinary social development research in order to:



Operating model



3.1 FACT-Covid (Family and Community Transitions Under COVID)

In 2020 the CSDA joined the International Consortium on COVID-19 Family and Community Transitions (ICo-FACT) which brings together researchers to study the impact of the COVID-19 pandemic on families.

The study, titled FACT-Covid (Family and Community Transitions Under Covid), is led by a team at University College London and involves researchers from Argentina, Chile, Russia, Pakistan, Singapore, Sweden, Taiwan, UK and the USA. The purpose of this project is to gain insight into the complexity of daily life during and after the COVID-19 pandemic, and the impacts these challenges may have on family and intimate life more broadly.

The CSDA team led by Dr Sadiyya Haffjee is conducting a digital ethnographic study using WhatsApp and in-depth telephonic interviews to understand how people are complying with social distancing measures; how they have managed housework and schoolwork; how they are dealing with job losses and food insecurity; and what relationships within families have been like during this time.





How does FACT-Covid bring the CSDA's vision and mission to life?

This research is critically important in helping to shape our understanding of a current and complex social challenge while it is unfolding. This engagement is a rare research opportunity and the project draws on researchers working in various fields to bring a nuanced understanding to what families need during a pandemic or time of intense hardship.

The study is also using an innovative methodology to gather rich visual data combined with interviews that can be used to build a picture of how South African families have been living under lockdown and what the impact of the pandemic has been on education, work, care work, gender dynamics, gender-based violence and the impact on personal relationships.

These are themes that were of interest to our researchers prior to the pandemic and the research team have been looking at how these issues tie in with the realities of life in South Africa within the context of the Covid-19 pandemic and beyond it.

Responding to the Covid-19 pandemic

The project was established due to the pandemic and as a result it was conceptualised within the challenges and limitations that the pandemic presents. Instead

of typical fieldwork, the project has used an innovative method that allows the teams to capture multi-modal forms of data including text, video, and images via WhatsApp. This approach has meant that researchers will be able to present their findings using cutting-edge digital storytelling techniques supported by robust data that can be used to inform policy making during future public health crises.

How does this project show the CSDA operating model in action?



Research excellence

The project involves monthly interactions and engagement with researchers in 10 countries, providing a great opportunity to learn from and contribute to a team of highly skilled international researchers. This structure has given CSDA researchers exposure to the many different experiences of Covid-19 around the world, different research methodologies, data collection and data analysis to enrich the quality of the research produced by the team.

In addition, the data collection team has formed strong long-term relationships with the participants, which is a different experience to that of a once-off study. Becoming familiar with the families and witnessing the shifts and changes in families has resulted in rich research insights.



Innovation in application

The innovation of this project was seen in the data collection methods that were used to document people's lived experiences under lockdown. The team decided to use WhatsApp to collect video and voice note diary submissions. WhatsApp was chosen as it is widely used in South Africa and is easy to capture high quality images, video and voice content.



Public engagement

Because the research kicked off after Covid-19 emerged, there was little traditional stakeholder engagement but the research methodology has been highly participatory, involving participants through story-telling using videos, photos and text.

Following the completion of the study the team will be inviting participants to co-create digital stories using a visual participatory method, ideally in a workshop setting. This co-production of their own 'lockdown' stories is a unique public engagement approach that presents wonderful opportunities for discussion of the findings with participants and provides an opportunity for their stories to inform practice and policymaking. There is also the potential to use these stories in a book that unpacks each country's experience. These stories can also be used for media engagement purposes to share the research with a broader audience.



Human capability development

Research assistants Anita Mwanda and Thandi Simelane have led the data collection process. These young researchers have benefitted immensely from this experience. They have also formed close relationships with the 21 participating families and have gained insight into the challenges that South African communities face as a result of the pandemic.

The project at a glance



10
participating
countries: Argentina,
Russia, Chile, Pakistan,
Singapore, Sweden,
Taiwan, South Africa,
UK and USA



21
families
participated in
the diary study
in South Africa



200
people
participated in
the telephonic
survey



5
Study
conducted in
five regions in
Joburg



2
interns involved
in the project



359
diary entries



385
photos



44
videos

3.2 Basic Package of Support (BPS) for NEET youth

South Africa has more than three million young people aged 15 to 24 who are not in employment, education or training (NEET). Despite various government policies, programmes and interventions this number has remained steady for many years.

The CSDA together with the Southern Africa Labour and Development Research Unit (SALDRU) at University of Cape Town are collaborating on an innovative Basic Package of Support (BPS) pilot study to support young people to manage the many challenges they face, and ultimately help them to reconnect to training and labour market opportunities. The BPS is an activation and guidance programme that provides integrated, long-term support that is tailored to an individual's needs.

In 2020 the preparation work was done to ramp up and operationalise the pilot that will start in mid-2021. Young people will access a hybrid support programme that features both in-person and online services that are carefully tailored to their unique needs. They will be guided through the process by a counsellor who will have access to an online case management system to enable effective and appropriate support, including referral for services, that allows for tracking over time.

How does this BPS pilot bring the CSDA's vision and mission to life?

Responding to the challenge of young people not in employment, education and training is a complex task that was pressing and has become even more so since the onset of the Covid-19 pandemic. We know that young people are the most vulnerable to labour market shifts – they tend to lose their jobs first and gain them back last – so we are likely to see the NEET challenge grow as a result of the pandemic. How we reach them and reconnect them to opportunities requires innovative problem solving, derived from a deep evidence-base. This project is developing cutting-edge solutions that will provide real evidence that can be used to influence theory, policy and activities on the ground.

This project brings together monitoring and evaluation specialists, economists, systems developers, youth development practitioners, and a range of other experts to develop fresh solutions to this intractable problem. The programme also takes a more holistic view of young people. The approach aims to meet them where they are and acknowledges that they are not just work seekers but also have other life challenges that need to be dealt with to enable them to enter the workplace. By providing support through personal contact with a counsellor the project will break the cycle of repeat failure that causes many young people to experience low self-esteem and poor wellbeing.

Responding to the Covid-19 pandemic

Covid-19 has meant that the team has had to think about alternative approaches to programme delivery. The programme was conceptualised as an in-person programme but the team has now shifted to a hybrid model that allows some face-to-face engagement (in line with the necessary health protocols) coupled with online and telephonic support as many young people do not have access to data and devices to access the full suite of online support and programming.

How does this project show the CSDA operating model in action?



Research excellence

The BPS has taken an established body of research about young people and their transition to work and has developed a project within that research. This pilot has been informed by research in several different sectors and the results from the pilot will be fed back into the project to continue to shape social development theory and practice.



Innovation in application

The BPS is a highly innovative programme that will incubate and test an evidence-led intervention that aims to support young people to transition into the workplace more effectively.

It draws on lessons from existing good practice interventions as well as qualitative and quantitative evidence about what young people experience. It combines this with the knowledge and experience of Child and Youth Care Workers to deliver an evidence-based programme.



Public engagement

The BPS is rooted in the experiences of young people, gauged through various focus group discussions and interviews. It therefore takes seriously the voices of young people as its starting point. In addition, the BPS team has engaged with a range of national-level key stakeholders including: Department of Employment and Labour, Department of Social Development, Department of Higher Education and Training, and the Presidential Youth Employment Intervention. This high-level engagement secured the buy-in of national policy-makers. CSDA Director, Associate Professor Lauren Graham presented the project to the Youth

Directorate of the Department of Social Development where the project was very well received. The project team continue to engage these stakeholders with progress updates and to find ways of working together.

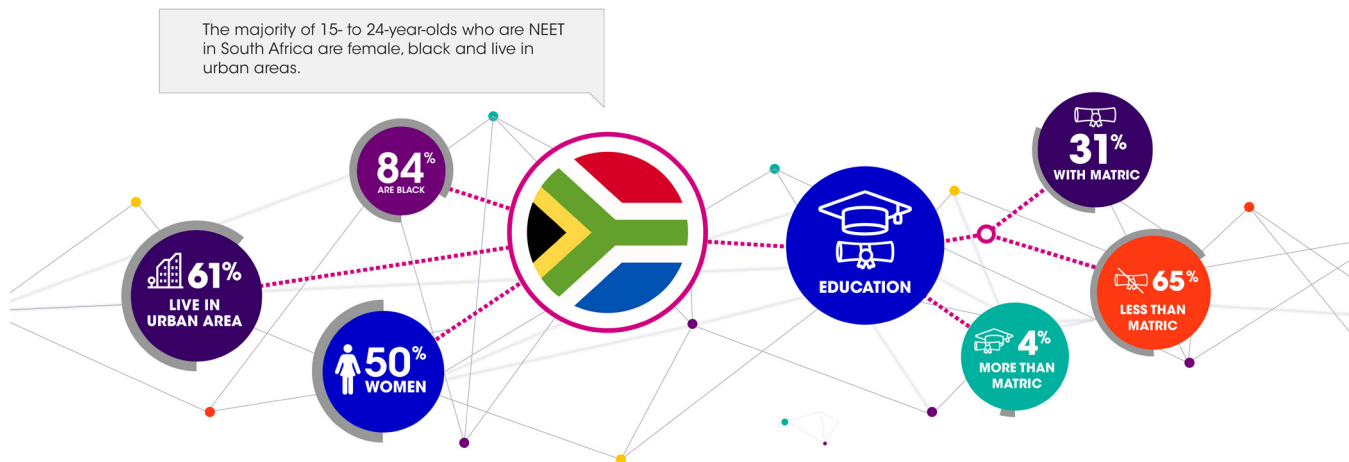
The team also collaborates with the National Pathway Management Network, an influential forum critical to engaging with key stakeholders in the youth employment space. The project has been integrated into this network and, as such, now forms part of the Presidential Youth Employment Intervention.



Human capability development

The project has and will continue to involve students and postdoctoral research fellows. Later in 2021 we will begin to train Child and Youth Care Workers to become youth guidance counsellors. As lessons from the pilot phases are learned, the project lessons and training will be shared more widely with the youth development sector to inform practice.

The Basic Package of Support at a glance



The above figures are for the first quarter of 2020

Graphics provided by the Basic Package of Support Consortium

3.3 Communities of Practice for Social Systems Strengthening to Improve Child Well-being outcomes (COP)

In many countries, the fragmentation of service provision and lack of functional co-operation between health, welfare and education sectors serving children and families is an ongoing challenge. This research project is a collaboration between stakeholders in these sectors that serve children and their families to better understand the needs of young school children in disadvantaged communities, and to develop innovative, local-level contextual solutions to address the complex



challenges that are compounded by the fragmentation of service provision. This study brings to life a new way of conceptualising the combination of “cash transfers” with care services.

The project developed a digital Child Well-being Tracking Tool (CWTT) that assesses and tracks child well-being across these three sectors. In the process we are producing knowledge about the practice of inter-sectoral collaboration for better outcomes for children. We will use this knowledge to make recommendations to government and non-government partners on how strengthening integrated social systems results in better outcomes for children and their families.

How does this COP project bring the CSDA's vision and mission to life?

South Africa's high rate of income poverty among children is a known risk factor that compromises child well-being in different domains, namely health, nutrition, education, safety and security and psycho-social well-being. Close on two-thirds of children or 12.2 million children continue to live in poor households that are unable to meet their most basic needs for nutrition, clothing and shelter.

Within this context the promotion of child well-being in these areas is an important social investment in human capital development that could yield long-term benefits for them individually and to society by contributing to economic development.

The CoP is an interdisciplinary study that will enable social, health and educational researchers, practitioners and policy makers

to better understand the complex social development challenges facing children and families and in turn this project will shape theory and policy. This project was also an opportunity to design and test the highly innovative evidence-based CWTT and the Community of Practice Model to overcome these challenges.

Responding to the Covid-19 pandemic

Due to the outbreak of Covid-19, schools were closed, nurses were redeployed and the UJ engineering department team developing the CWTT was redirected to develop respirators. These changes required the team to find creative ways to gather data and implement the project. In addition, the research questionnaires were adapted to understand how the pandemic and the hard lockdown impacted on children and their caregivers.

The implementation dates for several key activities were shifted to later in the year, with data collection moved from July to October 2020 when children returned to face-to-face learning in schools.

These changes meant that it was crucial to build strong relationships with education stakeholders at a District and school level to allow field workers to access teachers, children and caregivers. Reduced teaching time meant fieldworkers had just six weeks to administer 200 questionnaires to children, caregivers and teachers, which required strong organisational and co-ordination skills, while at the same time adhering to Covid-19 health and safety protocols.

How does this project show the CSDA operating model in action?



Research excellence

The COP project involves three South African Research Chairs: Professor Leila Patel – SARChI in Welfare and Social Development, Professor Jace Pillay – SARChI in Education and Care in Childhood; and Professor Elizabeth Henning – SARChI in Integrated Studies of Learning Language, Mathematics and Science in the Primary School. Their oversight brings the highest level of academic rigour to the project. The study also engages with new ways of implementing “cash plus” interventions. While the “cash plus” literature has emerged relatively recently it has been largely constrained to how grants can be combined with health or livelihood support. This study brings communities of practice literature to bear on the question of how to effectively combine cash with other services to improve wellbeing outcomes.



Innovation in application

The CWTT is an innovative technology-based approach to tracking each child and was successfully piloted through this project. The COP team also had to use innovative approaches to gain access to schools during the school shutdown that involved lobbying teachers and principals directly to showcase the benefits of the project to the learners and teachers involved.



Human capability

Training and development was at the heart of the project and involved the training of nurses, social workers from local NGOs, and teachers in the community of practice methodology. This training gave these practitioners the opportunity to use a social development lens rather than a purely clinical lens. Two interns worked on the project doing data capturing and this exposure provided them with good hands-on experience and they came to understand the complex issues these communities face.



Public engagement

The COP required intensive stakeholder engagement upfront with all the relevant local government departments including the Department of Health, Department of Basic Education and the Department of Social Development as well as UNICEF. In addition, there is ongoing engagement with the schools, carers and teachers to enable implementation. The team will go back into the community with feedback from the survey and future webinars and media engagements are planned.

The project at a glance



5

communities:
Ivory Park,
Meadowlands,
Doornkop,
Malvern and Alex



181

respondents



5

schools



3

DST/NRF South
African Research
Chairs



3

Government
departments: Department
of Social Development,
Department of
Basic Education and
Department of Health.



2

interns



4

UJ departments:
UJ Nursing, UJ
Educational
Psychology, UJ
Education and the
CSDA

3.4 National Minimum Wage in the Agriculture and Domestic Work Sectors

The CSDA conducted a qualitative study for the National Minimum Wage Commission into the domestic work and agricultural sectors to gain an understanding of employees' and employers' experiences with the National Minimum Wage (NMW) in these sectors. The study sought to derive insights from various stakeholders across these sectors – employers, employees, Department of Labour officials, and key informants, about experiences of the NMW in the first year of its implementation.

The CSDA team, led by Prof Leila Patel, conducted focus group sessions as well as telephonic and online interviews with key stakeholders in both sectors. This research was critically important to help policy makers to achieve a better understanding of the perceptions and experiences of both employers and employees in these sectors, to monitor the implementation of the NMW, and draw out lessons about how changes in the NMW is likely to be received in these sectors.

A key finding in the agriculture sector was that there was good awareness among both employers and workers of what the NMW hourly rate was as well as the fact that there is a lower rate in the agriculture sector. There was clear evidence that unionised workers had far more awareness of the NMW and what their rights were in terms of deductions. Employers in



the agriculture sector expressed resentment over the minimum wage and had clear concerns about the impact of wages on their business viability.

In the domestic work sector there was mixed knowledge about the NMW. Most employers knew of its existence but were not clear on the level at which it was set and what the temporary exclusions meant. Employers were open to the idea of a higher minimum wage. Most domestic workers were not knowledgeable about the NMW policy and felt a sense of powerlessness about their rights and in negotiating their working conditions, but felt that bringing the NMW into line with that set for all workers would give them a sense of dignity.

How does this project on the NMW bring the CSDA's vision and mission to life?

Poverty and inequality are major social development challenges both globally and locally, and are particularly relevant in South Africa. Minimum wage legislation is a powerful policy tool to reduce poverty and inequality. However, the introduction of the NMW is a contentious issue as many critics believe that any increase in wages may lead to job losses. But in reality it is more complex than suggested as often changes to the NMW can result in job creation downstream. With the introduction of a new policy mechanism it is critical to conduct research to achieve an understanding of perceptions of the NMW by employees and employers and to begin to unpack how it impacts on poverty and inequality.

The CSDA's involvement in this research will have a direct impact on policy, as the NMW Commission makes recommendations to government.

Responding to the Covid-19 pandemic

This research project did not interrogate any questions on Covid-19. Although the bulk of research was carried out just after lockdown, in April and May 2020, it was too early to get a good sense of the impact of Covid-19 on the NMW. Nevertheless, Covid-19 has had a major impact on job losses and as a result the context within which the NMW is operating has changed. This development is something that needs to be tracked and research in the future may need to investigate if the minimum wage can be sustained in the current environment.

The research methodology used was shifted slightly due to the lockdown restrictions, with telephonic and online interviews with stakeholders replacing focus groups. This change of methodology did bring challenges in establishing rapport with participants but despite these challenges the team gathered high quality data.

How does this project show the CSDA operating model in action?



Research excellence

This project will make a direct contribution to the international literature on the minimum wage legislation and active labour market interventions. This approach also makes a unique contribution as it brings a different perspective into a field that is often dominated by economists. In addition, this research demonstrated academic rigour through meticulous assessment across several provinces and sectors. This contextual background provided depth and nuance we could draw on in the report.



Innovation in Application

The study afforded the CSDA an opportunity to assess the roll-out of a large-scale labour market policy as it unfolds and begins to impact on vulnerable workers. We have been able to learn in real time how a policy intervention is perceived to influence poverty and inequality.



Public engagement

Public engagement was a critical component of this research and has been facilitated directly through the NMW Commission, which informs the NMW policy of the Department of Employment and Labour. Our recommendations influence the recommendations that the commission will make to government, showing the direct impact that evidence can have on policy.



Human capability development

This project was the training ground for three Masters students and an up-and-coming young researcher. Senzelwe Mthembu was responsible for project management on this project. This engagement was her first project management role and she was supported by Masters interns doing data collection and conducting the analysis.

The project at a glance



5

Research was conducted in five provinces: Gauteng, Western Cape, KwaZulu-Natal, Mpumalanga and Limpopo



41

employers interviewed



61

employees interviewed



64%

of farm workers earned above the minimum wage



64%

of farm workers had an employment contract



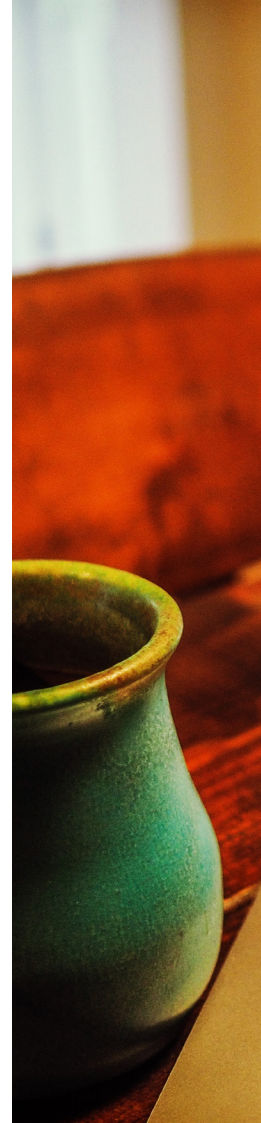
54%

of domestic workers earned above the minimum wage



19%

of domestic workers had an employment contract





4. MPhil in Social Policy and Development

The year 2020 brought seismic changes to the way we do things and one of the biggest changes was the shift to online teaching. For many this shift was a whole new way of working and it brought a host of challenges for both educators and students.

However, at the CSDA, we managed the transition seamlessly. We were well placed to adapt to online learning as the Interdisciplinary Masters of Philosophy in Social Policy and Development was designed as a hybrid model that incorporated both in-person and online learning from its inception.

In the past we had intensive block teaching time in person but all the other course content was delivered online, so we were well prepared to shift to a fully online approach.

Thanks to our previous experience we offered an engaging and interactive course that incorporated lectures, group work as well as 'flipped classroom' sessions where students had the opportunity to interview experts. We are pleased to report that both our students and lecturers managed the transition to online teaching very well. Thanks to our innovative approach the feedback from

students was positive, with our moderators ranked higher than the faculty average.

The Covid-19 pandemic also provided the opportunity for the Masters students to see policy development happening in real time. Typically policy development is a slow and lengthy process but due to the pandemic, social protection measures had to be put in place rapidly and students could see policy decisions unfolding in front of their eyes. This rapid policy development presented a unique teaching opportunity to observe, discuss and debate in real time.

In addition, due to our good relationships with key stakeholders including researchers and our reputation among policy makers, our students had immediate access to research in the social development space as well as the debates that were unfolding at a national level. Access to research like the NIDS-CRAM study meant that the course was highly relevant and gave students unique insight into the policy development process as it happened.

We are also pleased that several of our students managed to continue with their research despite the Covid-19 challenges and have submitted their dissertations for examination. The implication is that all but two of our 2019 cohort of students are on track to complete their degree in the time allowed. Congratulations to all of the MPhil students for their efforts, and to the supervisors who put in many extra hours of support to students over this period.





5. Public engagement

Public engagement is an essential part of the CSDA's work and as with everything in 2020 our public engagement approach had to adapt to ensure that we continued to share our research with as broad an audience as possible.

5.1 Webinars

In order to continue to engage with researchers, policy makers and people in civil society, government, and business, we shifted away from seminars to webinars. We hosted five webinars in 2020 and we found this format to be extremely beneficial as we were able to widen the reach of our engagement beyond Johannesburg with participants joining us from across the continent and the globe.

The introduction of webinars also meant that some of our international friends and partners were able to participate, most notably our partners Professor John Pinkerton, Professor of Child and Family Social Work at Queen's University Belfast and Professor Trudie Knijn – Visiting Professor at the CSDA engaged in our webinars.

All of our webinars in 2020 focused on how our research could help stakeholders to understand the effects of Covid-19 on different groups, and what potential responses emerge from the research insights.

Webinar 1: What lessons can we draw from the CSDA's Sihleng'imizi programme for the Covid-19 pandemic?

Date: 9 June 2020

Presenters:

- Prof Leila Patel, DST-NRF South African Research Chair in Welfare and Social Development, Centre for Social Development in Africa
- Ms Tania Sani, Community Development Social Worker, Centre for Social Development in Africa
- Dr Sadiyya Haffeejee, Senior Researcher, Centre for Social Development in Africa

Webinar 2: Hunger during Covid-19: understanding the nature of the challenge and welfare responses

Date: 13 August 2020

Presenters:

- Dr Gabrielle Wills, Researcher at Research on Socio-Economic Policy (RESEP), University of Stellenbosch





- Prof Leila Patel, DST/NRF South African Research Chair in Social Welfare and Development, Centre for Social Development in Africa
- Ms Nellie Zembe and Ms Ntombi Mahlaule, Afrika Tikkun, Orange Farm.

Youth Inclusion Webinar series

Jointly hosted with the Centre for the Study of Violence and Reconciliation.

Webinar 1: The effects of Covid-19 on young people's lives

Date: 8 October 2020

Presenters:

- Prof Ariane De Lannoy and Dr Gibson Muderiza, The Southern Africa Labour and Development Research Unit
- Prof Malose Langa, Centre for the Study of Violence and Reconciliation, University of the Witwatersrand
- Ms Nellie Zembe, Afrika Tikkun, Orange Farm

Webinar 2: Strategies to promote economic inclusion in the recovery period

Date: 22 October 2020

Presenters:

- Prof Lauren Graham, Centre for Social Development in Africa
- Ms Lesedi Masha, Harambee Youth Employment
- Ms Jaynisha Patel, Institute for Justice and Reconciliation

Webinar 3: Strategies to promote socio-political inclusion in the recovery period

Date: 04 November 2020

Presenters:

- Prof Malose Langa, Centre for the Study of Violence and Reconciliation, University of the Witwatersrand
- Prof Lauren Graham, Centre for Social Development in Africa
- Mr Andile Shawe, Department of Social Development

5.2 Policy engagement

Policy engagement is a critical component of the CSDA's work and during 2020 much of our work had a direct impact on social development and welfare policy.

Prof Leila Patel was involved in the National Income Dynamics Study – Coronavirus Rapid Mobile Survey (NIDS-CRAM) and this work made a direct contribution to government's decision to expand the social grants that were available during Covid-19. Read more about this on page 7.





The research on the National Minimum Wage also influenced government's decision to increase the National Minimum Wage in 2021. Read more about this matter on page 23.

5.2.1 Basic Income Grant policy debate

The Covid-19 pandemic has exacerbated South Africa's triple challenge of poverty, unemployment and inequality and exposed the big gap in South Africa's social security system: the lack of any form of income support for low-income or unemployed people aged 18-59. Like many other countries, the South African government implemented a range of relief measures to help alleviate the economic fallout of the pandemic. These measures included top-ups on to existing grants, a Caregiver's Allowance of R500 for each caregiver under the Child Support Grant (CSG), and the creation of a special Covid-19 grant of R350 for unemployed adults who do not receive any social grant or unemployment insurance.

The Covid-19 grant, that is set to expire at the end of April 2021, has intensified calls for a basic income guarantee (grant): a move supported by a coalition of activists and civil society organisations. The [#PayTheGrants](#) campaign, that includes CSDA senior research Dr. Hannah Dawson, played a critical role in ensuring the extension of the Covid-19 grant beyond October 2020 and advocating for a permanent form of income support for low-income or unemployed people aged 18-59. This work has resulted in two opinion-pieces in the [The Conversation](#) and [City Press](#). Dr Dawson is also currently working with the Southern African Social Protection Experts Network (SASPEN) on a 10-country study that is examining the opportunities and challenges Covid-19 presents for expanding social protection system on the continent. Using this study as a launchpad, Dr Dawson will be working closely with policymakers to look at how to expand social protection to respond to the changing economic and social environment.

In addition, Dr Dawson attended two government roundtable discussions on South Africa's social grant system beyond the pandemic. These discussions included a webinar titled "Income support for 18- to 59-year-olds" (4 December 2020) hosted by the Department for Social Development

(DSD) and a webinar titled “Social protection floors and pathways to a basic income grant” (10 December 2020) hosted by the National Planning Commission (NPC).

5.3 Media Engagement

The CSDA recognises the value in sharing its work beyond stakeholders in the research, civil society and government sectors. Much of the research that the CSDA conducts deals with day-to-day development challenges with which South Africans grapple. Within this context the CSDA works hard to share its research with all South Africans through its direct media engagement.

In 2020 the CSDA secured coverage across a range of publications and channels. This coverage included extensive media reports of the results of the first, second and third waves of the NIDS-CRAM survey that looked at hunger during the pandemic. These stories were featured in prestigious national and online publications including: *The Financial Mail*, *Daily Maverick*, *Business Live*, *EWN* as well as several regional publications including *The Weekend Argus*, *The Mercury* and *The Herald*. In addition, Prof Patel was interviewed on SAFM and Kaya FM.

Dr. Sibusiso Mkwanzani received media coverage for her work on Covid-19 and women’s health. Her work was featured on *Daily Vox*, *Voice of Wits* and she was featured in an *eNCA* documentary comparing Covid-19 and the Spanish flu. Her work on millennials in academia was featured in *Destiny* magazine.

Furthermore, Melinda du Toit’s research on the psychological distress experienced by unemployed people gained significant media coverage. Her research was featured on *eNCA*, *The Citizen*, *Business Tech*, *The Witness* and *IOL*.

The CSDA regularly collaborates with *The Conversation Africa* to share our work and we are proud to announce that Prof Patel was ranked as the 7th most read UJ-author and Associate Prof Graham was ranked 13th most read UJ-author on the site in 2020.

6. CSDA Team

The CSDA team saw several changes in the past year. New staff members joined the team. These included Drs Haffejee and Mkwanzani as Senior Researchers; Dr Dawson as a part-time Senior Researcher, and Viwe Dikoko, Anita Mwanda, Thandi Simelane and Franklin Kum as researchers and research assistants. Zoliswa Ntsoko also joined the administration team just before we went into level-5 lockdown. All these new staff members had to manage getting to know a new work environment, with its related systems, whilst also shifting to a work-from-home modality. We are thrilled to have these new staff members on our team. My heartfelt thanks go to them and our longstanding staff members for your ongoing resilience and adaptability, not only to shifting working conditions, but also to shifting priorities.



7. CSDA 2020 Publications Output

7.1 Journal Articles Published 2020

1. **Ajefu, J.B.** and Abiona, O. (2020). 'The Mitigating Impact of Land Tenure Security on Drought-Induced Food Insecurity: Evidence from Rural Malawi'. *The Journal of Development Studies*, 56(12): 2169-2193. <https://doi.org/10.1080/00220388.2020.1762862>.
2. **Ajefu, J.B.** and Moodley, J. (2020) Parental Disability and Children's Educational Outcomes: Evidence from Tanzania. *Journal of Human Development and Capabilities*, 21(4): 339-354. <https://doi.org/10.1080/19452829.2020.1807479>
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4. Baines, D., Cunningham, I., Kgaphola, I. and **Mthembu, S.** (2020). 'Non-profit Care Work as Social Glue: Creating and Sustaining Social Reproduction in the Context of Austerity/Late Neoliberalism'. *Affilia: Journal of Women and Social Work*, 35(4): 449-465. <https://doi.org/10.1177/0886109920906787>
5. De Lannoy, A., **Graham, L.**, **Patel, L.** and Leibbrandt, M. (2020). 'Why is Youth Unemployment so Intractable in South Africa? A Synthesis of Evidence at the Micro-level'. *Journal of Applied Youth Studies*, 3: 115-131. <https://doi.org/10.1007/s43151-020-00012-6>.
6. **Deng, S.** (2020). 'Building State Capacity for Welfare Governance: The Pathway and Development of Child Welfare System and Social Work in China'. *China Journal of Social Work*, 13(1): 55-69. <https://doi.org/10.1080/17525098.2020.1754439>.



Number of journal articles published. Up from 32 in 2019



Number of book chapters published



Number of books published

7. **Du Toit, M.**, De Witte, H., Rothmann, S., and Van den Broeck, A. (2020). 'Positive deviant unemployed individuals: Survivalist entrepreneurs in marginalised communities in South Africa'. *South African Journal of Business Management*, 51(1): a1627. <https://doi.org/10.4102/sajbm.v51i1.1627>.
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10. Granlund, S. and **Hochfeld, T.** (2020). 'That Child Support Grant Gives me Powers' – Exploring Social and Relational Aspects of Small Cash Transfers in South Africa in Times of Livelihood Change'. *Journal of Development Studies*, 56(6): 1230-1244. <https://doi.org/10.1080/00220388.2019.1650170>.
11. **Haffejee, S.** and Levine, DT. (2020). 'When will I be free': Lessons from COVID-19 for child protection in South Africa'. *Child Abuse and Neglect*, 110(2): 104715. <https://doi.org/10.1016/j.chiabu.2020.104715>.
12. Hu, B., **Li, B.**, Wang, J. and Shi, C. (2020). 'Home and Community Care for Older People in Urban China: Receipt of Services and Sources of Payment'. *Health and Social Care in the Community*, 28(1): 225– 235. <https://doi.org/10.1111/hsc.12856>.
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15. **Jordan, LP.**, Chui, CHK. and Forth, MW. (2020). 'Child Welfare NGOs in Hong Kong: Does Advocacy Work?' *International Social Work*, 63(2): 177-192. <https://doi.org/10.1177/0020872818774109>.
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18. Mametja, M. and **Ross, E.** (2020). 'Decriminalized, Not Legalized: A Pilot Study of South African University Students' Views on the Use, Impact, Legalization and Decriminalization of Marijuana'. *Journal of Drug Issues*, 50(4): 490-506. <https://doi.org/10.1177/0022042620931480>.
19. **Masa, R., Chowa, GA.** and Sherraden, M. (2020). 'An Evaluation of a School-Based Savings Program and Its Effect on Sexual Risk Behaviours and Victimization among Young Ghanaians'. *Youth and Society*, 52(7): 1083-1106. <https://doi.org/10.1177%2F0044118X18824730>.
20. **Masa, R., Khan, Z. and Chowa, G.** (2020). 'Youth Food Insecurity in Ghana and South Africa: Prevalence, Socioeconomic Correlates, and Moderation Effect of Gender. *Children and Youth Services Review*, 116: 105180. <https://doi.org/10.1016/j.childyouth.2020.105180>.

21. **Nnaeme, C, Patel, L. and Plagerson, S.** (2020). 'How Cash Transfers Enable Agency through Livelihoods in South Africa'. *World Development*, 131: 104956. <https://doi.org/10.1016/j.worlddev.2020.104956>.

The article was published in the prestigious journal *World Development*, which appears on the high Source Normalised Impact per Publication (SNIP factor) journals list, an indication that the journal has a high impact factor. Being featured in this top international journal demonstrates research excellence.

22. Nyandu, A. and **Ross, E.** (2020). 'Alcohol Consumption among Undergraduate Social Work Students at a South African University'. *Social Work Education – The International Journal*, 39(4): 515-533. <https://doi.org/10.1080/02615479.2019.1661372>.
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25. **Patel, L., Graham, L. and Chowa, GA.** (2020). 'Evidence of non-economic indicators as markers of success for youth in youth employability programs: Insights from a South African study'. *Children and Youth Services Review*, 118: Article 105404.

The article was published in the prestigious Children and Youth Services Review journal, which appears on the high Source Normalised Impact per Publication (SNIP factor) journals list, an indication that the journal has a high impact factor. Being published in an international journal of this calibre highlights the quality of our research.

26. **Patel, L., Khan, Z. and Englert, T.** (2020). 'How Might a National Minimum Wage Affect the Employment of Youth in South Africa?' *Development Southern Africa*, 37(1): 147-161. <https://doi.org/10.1080/0376835X.2018.1552556>.
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37. **Trani, JF.,** Moodley, J., Anand, P., **Graham, L.** and Maw, MTT. (2020). 'Stigma of persons with disabilities in South Africa: Uncovering pathways from discrimination to depression and low self-esteem'. *Social Science and Medicine*, 265: 113449.

7.2 Book Chapters Published 2020

1. **Chinyoka, I.** and **Patel, L.** (2020). 'Zimbabwe's Agrarian child welfare regime: Evolution, distinctive characteristic and implications for future policy'. In: MP. Olivier, LG. Mpedi and E. Kalula (eds.). *Liber amicorum: essays in Honour of Professor Edwell Kaseke and Dr. Mathias Nyenti*. Sun Press.
2. **Chinyoka, I.** and **Ulriksen, M.** (2020). 'The limits of transnational influence of international donors: social protection in Botswana'. In C. Schmitt (Ed). *From Colonialism to International Aid: External Actors and Social Protection in the Global South*.
3. Devereux, S. and **Kapingidza, S.** (2020). 'External Donors and Social Protection in Africa: A Case Study of Zimbabwe'. In C. Schmitt (Ed). *From Colonialism to International Aid: External Actors and Social Protection in the Global South*.
4. **Hochfeld, T., Chiba, J.,** and **Patel, L.** (2020) 'Sihleng'imizi: The Nature of Care in Poor Families in South Africa'. In L. Manderson and N. Mkhwanazi. *Connected Lives: Households, Families, Health and Care in Contemporary South Africa*.

7.3 Books

1. **Midgley, J.** (2020). *Inequality, Social Protection and Social Justice*. Edward Elgar Publishing. Pages 1-188. ISBN: 978-178990558-8; 978-178990557-1. DOI: 10.4337/9781789905588.

8. Acknowledgements

Collaboration is a cornerstone of what we do. Through our work with a range of partners including academic institutions, the private sector, government and civil society we are able to bring together some of the best researchers and implementing partners to conduct research that makes a significant contribution to social development knowledge as well as brings about social change.

To adapt to the new circumstances of 2020, much of our work required creative thinking, innovation, agility and problem-solving. We would like to acknowledge and thank all our partners for their support and help in navigating a truly remarkable year. We must also give our heartfelt thanks to our generous sponsors, without which much of work would not be possible.

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- DST/NRF South African Research Chair Initiative (SARCHI)
- National Institute for the Humanities and Social Sciences
- National Research Foundation
- The European Union through the Capacity Building Programme for Employment Promotion
- University of Johannesburg's Faculty of Humanities Research Committee
- University of Johannesburg's University Research Committee

8.2 Institutional partners

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- Childline
- City of Johannesburg, Department of Social Development

- DG Murray Trust
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- Gauteng Department of Social Development
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- Harvard Ministerial Leadership Programme
- Institute for Socio-Economic Research, University of Ghana
- Ipsos Group S.A
- J-PAL Africa
- Kids Haven Child and Youth Care Centre
- Lilongwe University of Agriculture and Natural Resources
- Mould Empower Serve (MES)
- Multichoice
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- Peking University- Hong Kong Polytechnic University China Social Work Research Centre.
- School of Education, Glasgow University
- South African Women in Dialogue (SAWID)
- UNICEF
- University of Cape Town, Development Policy Research Unit
- University of Cape Town, Southern Africa Labour and Development Research Unit
- University of Ghana, Institute for Socio-Economic Research
- University of KwaZulu Natal, Department of Psychology
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- University of Nairobi, Department of Social Work and Sociology
- University of Pretoria, Department of Educational Psychology

- Utrecht University
- University of Witwatersrand, Department of Psychology

8.3 Institutional affiliations

- Child protection under Covid
- ICo-Fact – International Covid Families Studies
- International Consortium for Social Development
- Population Association of Southern Africa
- Southern African Social Protection Experts Network (SASPEN)

8.4 Advisory Board

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