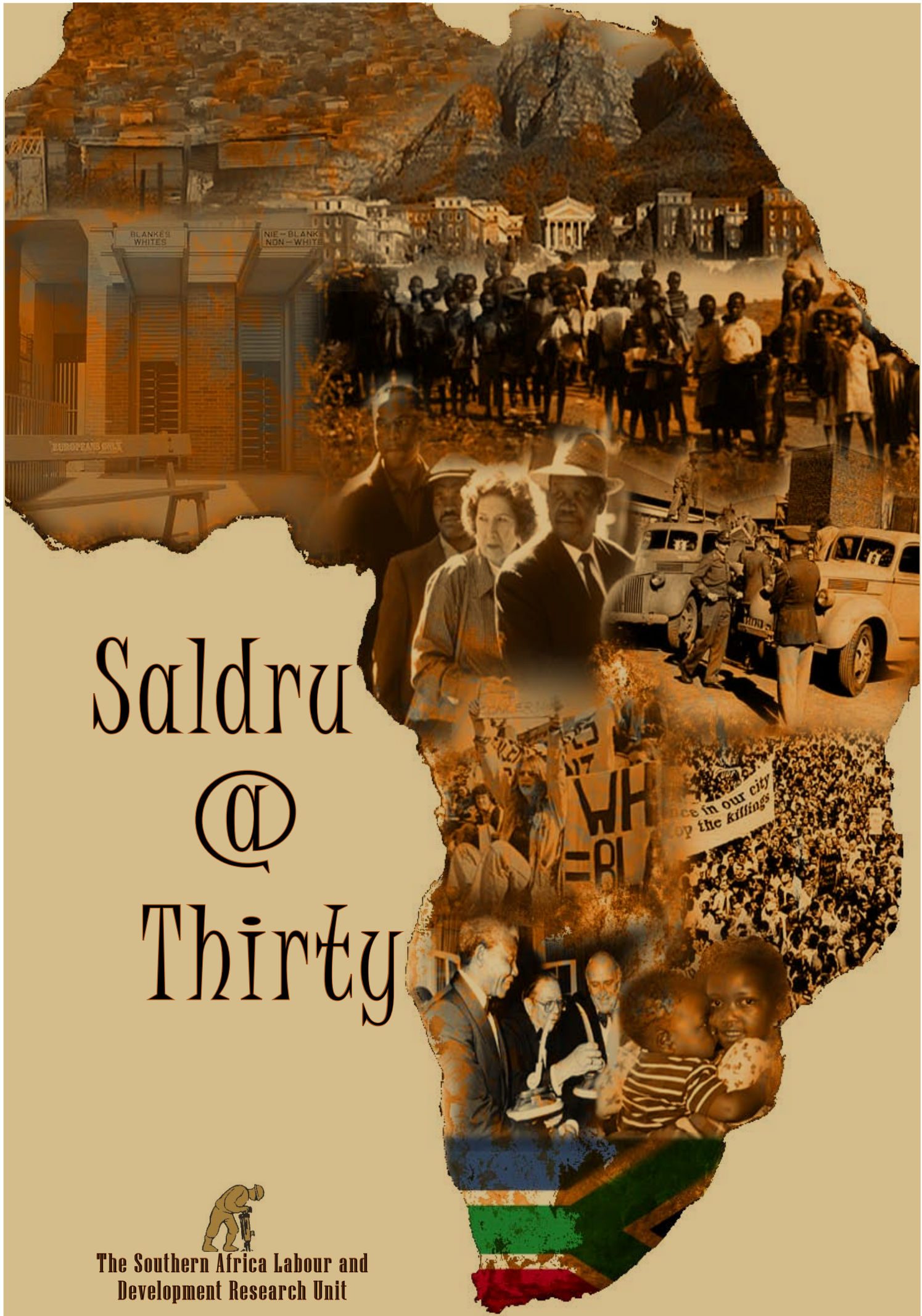


Saldru @ Thirty



The Southern Africa Labour and
Development Research Unit



SALDRU AT THIRTY



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SALDRU AT THIRTY

SOUTHERN AFRICA LABOUR AND DEVELOPMENT RESEARCH UNIT (SALDRU) 1975 - 2005

1. INTRODUCTION

As Saldru reaches its milestone 30th anniversary it seems appropriate to provide this brief record of events in the life of an institution established in the darkest days of Apartheid but surviving until the end of the first decade of South Africa's constitutional democracy and hopefully beyond. This document includes a directory of all those people associated with Saldru's research endeavours during times of turbulence and violence until less stressful times dawned. They make a colourful cast of characters who deeply enriched the life of the unit.

2. PHASES IN THE UNIT'S LIFE

In 1973 the School of Economics at UCT was restructured into a Department of Economics, a Department of Economic History and a Division of Research. Professor Ben Gurzynski was confirmed as head of the school and the department of economics, Mrs Marcelle Kooy (later Associate Professor) was head of the department of economic history and Dr Francis Wilson (later Professor) was appointed head of the division of research. Having secured generous funding from the Anglo American/De Beers Chairman's Fund in 1974, Francis Wilson established the Southern Africa Labour and Development Research Unit (Saldru) in 1975 with himself as director of this unit, the first within the division of research. The Chairman's Fund award was to cover a period of five years from 1975 to 1979.

The founding objectives of Saldru were:

- Stimulation of Research

Such research whether by post-graduate students, university staff, or other specialists to take various forms:

- In-depth studies, taking 2-3 years
- Zip research, investigating a particular topic and writing a report over 3-4 months.
- Conferences.

- Communication

It was a basic premise of the unit's existence that research should be policy orientated. In other words topics were chosen and analysed in order to provide people in general, and policy makers in particular, with a clearer understanding of the forces at work in a given situation, together with some idea of the possible consequences of different proposals made for the improvement of that situation. This meant that the insights gained by specialists working in the field had to be written up and communicated in such a way that their work contributed to public debate.

- Consultation

This was of two sorts:

- Telephone consultancy: answering requests from journalists, trade unionists, politicians, businessmen and others for factual information and for clarification of issues currently under public debate.
- The provision, for a fee, of expert opinion in the form of a written report.

▪ Resource Centre

- Data bank of clippings from newspapers around the country
- Selection of books and journals
- Monitoring and filing of relevant articles
- Statistics

▪ Industrial Relations

Ways and means of linking together scholars, businessmen, labour leaders and others, in order to examine and discuss problems of industrial relations in an atmosphere of mutual trust need to be explored.

▪ Training

An explicit aim of the unit was to find ways and means of training young South Africans of all races as research workers, able to dig up social and economic facts and analyse their significance. These researchers came to be categorised as:

- Interns/research assistants: undergraduates or young post-graduates studying for higher degrees.
- Returning scholars : South Africans returning from exile in foreign countries, people released from banishment or banning orders and released political prisoners.
- Researchers: contract researchers for periods of longer than a year including interns upon re-engagement.
- Research associates: South African or Foreign scholars working on specific fixed-term projects.

These objectives have held fast over the 30 years of Saldru's existence although they have been differently nuanced from time to time.

2.a. The period 1975-79

In the first five years the Saldru library was established with Dudley Horner as research officer/librarian (later assistant, 1977, and then deputy director, 1981 to date) devising a thesaurus of subject headings for an extensive collection of press cuttings and ephemeral papers. A database of minimum wages in South Africa was also established and maintained on a monthly basis. Research interns were drawn in the main from third year, honours and masters students in the School of Economics. It is worthy of note that Saldru's funding in the period was derived from South African sources, mainly the Anglo American/De Beers Chairman's Fund (73%) with less than 2 percent coming from foreign funders (see Appendix 1). The University paid Francis Wilson's salary as a

tenured full-time member of the teaching staff and these costs were not attributable to Saldru but rather to the Department of Economics. Other costs to the university were a suite of two small offices in the Beattie Building and later another office and some carrels in the basement of the Beattie Building. At the end of 1977 Saldru moved into a more ample suite of rooms allocated by the university, and designed on consultation with Saldru on the sixth floor of the Robert Leslie Social Sciences Building where it was to remain until 1996.

In these formative years Saldru held a national conference on farm labour in South Africa in 1976 and published the proceedings as: Francis Wilson, Alida Kooy and Delia Hendrie (eds). *Farm Labour in South Africa*. Cape Town, David Philip, 1977. In 1976 Francis Wilson was appointed to a 'Committee to Investigate Expenditure on Government Services to Blacks from Taxes paid by Blacks'. With inputs from Delia Hendrie and Dudley Horner he presented a minority report in the three-man report presented in October 1977. In 1977 a workshop was conducted for the Centre for African Studies on research being conducted on African topics in the three universities in the Western Cape. In 1977 Wilson and Horner were appointed as consultants to a World Bank mission dealing with migration from Botswana, Lesotho and Swaziland. The findings were published as: *Migration from Botswana, Lesotho and Swaziland*. Washington, World Bank Report no. 1688-EA, 1978. SALDRU held another national conference on the economics of health care in South Africa in 1978 and published the proceedings in two volumes as: Gill Wescott and Francis Wilson (eds). *Economics of Health Care in South Africa*. Johannesburg, Ravan Press, 1979 and 1980. In 1978 a further workshop was held to examine the findings of the Wiehahn Commission on industrial/labour legislation. The outcome of these deliberations was published in Saldru working papers nos. 24 and 25. Saldru staff, research associates and research interns also produced the first 27 papers in the Saldru working paper series.

Visiting affiliates/associates included Dr John Knight from Oxford, Dr Duncan Clarke from the University of Rhodesia, Mr Charles Simkins from the Federation of South African Trade Unions (FOSATU), Dr Lieb Loets from RAU, Mr L.C.G Douwes Dekker from the Council of Unions of South Africa (CUSA), Mr Patrick Laurence from the *Rand Daily Mail* and Dr Norman Reynolds of the Ford Foundation. In this period Dudley Horner served on the Board of African Studies (1979-1983) and the African Studies Collection Committee (1976-1985). Saldru's library was thus linked to the university's main library system.

Some 21 interns served their 'apprenticeship' as well as 20 young academics who were enabled to conduct their research and have their findings published. Needless to say of 54 people employed in various capacities 46 were white and three quarters were white males. The issue of addressing racial and gender imbalance was only just beginning to be possible. The returning scholars in this period were Reggie Africa, Norman Bromberger, Marcus Solomon and Christmas Tinto.

2.b. The Period 1980-1984

By 1980 Saldru appeared to have gained a foothold at U.C.T and the Chairman's Fund awarded a further R285 100 for the next five-year period. Interestingly its contribution which had been Saldru's mainstay in its formative years dropped from 73% of our funding to 17% over this period with foreign funding rising to 68% (R1 126 992) with the

University Research Committee (URC) also beginning to make a direct contribution of R70 691 (4,2% of the total). The URC contribution began with a modest contribution of R5 000 p.a. in 1980 and 1981 towards the cost of the Saldru library. At the time the university was moving towards creating the linear library system, closing down several small departmental libraries, limiting its own press-cutting operation to information on Cape Town (because Saldru's press cutting collection was more comprehensive), and limiting the acquisition of International Labour Organisation publications because Saldru had been building up its holdings of the same material. Saldru Library (now the Data First Resource Centre) probably has one of the most comprehensive holdings of ILO material in South Africa. The periodicals library also cancelled a few periodical subscriptions because Saldru was subscribing to the journals. Between 1982 and 1987 the URC decided to increase its contribution to all but R20 000 p.a. of Dudley Horner's salary. In June 1980 a Saldru Advisory Board was constituted. It consisted of Sean Archer (Economics), Professor Michael Savage (Sociology), Professor Martin West (Social Anthropology), Professor Francis Wilson and Dudley Horner.

In 1980 Francis Wilson began negotiations with the Carnegie Corporation of New York about a national research programme leading up to a conference on poverty and development to be funded by the corporation. At the same time the Ford Foundation showed an interest in funding a system of internship by redressing the ravages of apartheid on the educational system. The complexion of the student body at U.C.T was beginning to change gradually as more 'permit students' began to be admitted. It was agreed that the Ford Foundation would fund rather handsomely a programme of corrective action whereby mainly black undergraduates and graduates including returning scholars would be funded while they worked and studied. There was also an agreement to address the gender issue. It should be noted that in the social sciences the 'permit students' at the time were heavily concentrated in economic history and industrial sociology, which thus became the main providers of interns. The Ford Foundation was to provide some R3 771 064 over a fourteen-year period for what was a very vibrant and successful endeavour. While all this was going on the 'social-democratic' German Friedrich-Ebert-Stiftung (FES) started expressing a particular interest in Saldru's work on labour markets and more especially in the areas of trades unions, wages and working conditions. The FES support amounted to R1 030 421 in dedicated funding over a fifteen-year period. [See Appendix 1].

With all these developments taking place Saldru's main areas of research settled into a pattern where interns and research associates applied themselves in the following areas:

- Co-operatives (including research and extension work)
- Labour market research (including wages, working conditions, unemployment, trade union organisations)
- Library and information services
- Poverty and socio-economic area studies
- Social and economic statistics

Both undergraduate and post-graduate students were employed. In a number of instances first-year students would be recruited for the first time in the long vacation (November to February) after writing examinations and might then be employed full-time in later vacations or even part-time during the year until reaching their honours or masters year when they might be employed in a further capacity. By 1980 Saldru had appointed a full-

time librarian and some students would begin their internship as library assistants graduating during their time in Saldru to researchers on one or more of the research programmes.

Dr Norman Reynolds led an agricultural development project engaging a team of eight undergraduate and graduate students of whom five were from previously disadvantaged backgrounds which, after a great deal of preparatory work, resulted in the establishment of the Cape Credit Union League. At the same time Saldru provided a home and infrastructure for the Surplus People's Project (SPP) headed by Ms. Laurine Platzky who worked closely with Charles Simkins examining the effects of resettlement in South Africa. The SPP published a series of voluminous reports on resettlement which led to the foundation of the Rural Action Project (RAP) and later the National Committee Against Removals (NCAR).

Dr Jonny Myers, returning from studying in the U.K. in 1979, took his work on industrial health issues further and together with Judith Cornell established the Industrial Health Research Group which later moved into the Department of Sociology before setting itself up as an independent research organisation.

During this period research on the labour market continued with the database on wages and trade unions being assembled, sorted, coded and formatted under Gordon Young, Debbie Budlender and Shirley Miller assisted by a team of students. The first product was: Shirley Miller. *Directory of South African Trade Unions*. Cape Town, Saldru, 1984. This was to be revised four times with the last edition compiled by Najwah Allie in 1991.

Undoubtedly the most prestigious project in this period was the Second Carnegie Inquiry into Poverty and Development in Southern Africa directed by Francis Wilson. Given the magnitude of the project the secretariat had to be expanded to cope with the burden placed on Saldru's slender human resources. Wilfred Wentzel, a returning scholar, joined Saldru in this process. Five working papers and four policy papers were produced in the run up to the conference of which three were produced by research associates from previously disadvantaged backgrounds. Some 297 papers were presented at the conference held in April 1984 to 450 participants. Some 58 research associates and young interns from previously disadvantaged backgrounds produced 60 of these papers. The conference was accompanied by a film festival depicting work being done around the world in the struggle against poverty where 16 international and 16 South African videos and films were viewed. A photographic exhibition by a collective of South African photographers led by Omar Badsha was also mounted and later toured Europe and America. Work on poverty was to continue into the next five-year period. In this period the training programme expanded dramatically with the unit's research complement rising to 97 (over and above six core staff). Of these 61 (64%) were from previously disadvantaged communities and 40% were women. The returning scholars were Debbie Budlender, Bertie Gonsalves, Dr Taj Hargy, Eileen Meyer, Bill Nasson, Nomusa Ndaba, Dr. Pundy Pillay, Wilfred Wentzel and Gordon Young. Wilfred Wentzel drove the training programme by devising a series of regular seminars for interns and providing with Dudley Horner, Delia Hendrie and Gordon Young mentorship for young students in an increasingly volatile political environment.

2.c. The Period 1985-1989

In the next five year period, 1985-89, the Chairman's Fund phased out its decade-long support and the URC increased its funding to R311 194 (10,9% of the total) by agreeing to fund all but R20 000 p.a. of a research officer's post while Dudley Horner's salary as Deputy Director was transferred to the general budget for the account of the School of Economics. Foreign funding accounted for over 80% of Saldru's revenue with the Ford Foundation being the main benefactor (58%) and the FES continuing to fund labour research. The German Catholic Bishop's Foundation, Misereor, began to fund research and extension work on co-operatives. [See Appendix I] This latter was an interesting development because Saldru had made one of its first awards to an economic honours intern in 1976 to prepare a paper on the topic. A number of papers on co-operatives had been presented to the Carnegie Inquiry into Poverty and Anne Collins who had practical experience of co-operatives in what was to become Limpopo Province was appointed to the Saldru staff.

Interns continued to be employed and trained in Saldru's five main activities but the work on co-operatives expanded and proved to be very demanding, of both time and money. Matching academic research to the enormous demands in poor communities can be an heroic endeavour. Extension work began in earnest with developing a buyers' co-operative at Atlantis (the ABC Co-op) and this was later extended to Ebenhaezer while a women's sewing co-operative was also being developed in Cape Town.

Labour research continued with compendia being published in 1985 on 'Industrial Council Wages in South Africa' and 'Minimum Wages set by the Wage Board in S.A.'. The second to fourth editions of the 'Directory of South African Trade Unions' were also issued between 1985 and 1988. Three other large publications on labour and social statistics were also issued in this period. Gordon Young left Saldru to run the Labour Research Service and Trade Union Library which he had established in Salt River, Cape Town. Martin Nicol replaced him and was in turn replaced by a team led by Najwah Allie, Yumna Ariefdien and Michelle Williams.

In terms of the poverty inquiry, 19 papers were issued between 1985 and 1987 in the Carnegie Post Conference Series as well as 10 Saldru Working Papers and 5 books.

Among the latter was the report on the Carnegie Inquiry published as:

- Francis Wilson and Mamphela Ramphele. *Uprooting Poverty: the South African Challenge*. Cape Town, David Philip, 1989.

Other products of the Inquiry were:

- Omar Badsha. *South Africa: the cordoned heart*. Cape Town, Gallery Press, 1986.
- Bill Nasson and John Samuel. *Education: from poverty to liberty*. Cape Town, David Philip, 1990.

Of some 124 people associated with Saldru in this period some 111(90%) were from previously disadvantaged backgrounds and 38% were women. Returning scholars in this period were Fred Hendricks, Dr. Mamphela Ramphele, Vernon Rose and Elaine Salo.

In 1985 Saldru's research officer Wilfred Wentzel was awarded a post-graduate scholarship to spend five months at Yale University while an intern, Mary-Jane Morifi, was awarded a four-month scholarship to Harvard University. In August and September Wilfred Wentzel, Alistair Ruiters and Najwah Allie paid a contact visit to cooperatives and labour unions in Canada. A research assistant, Alistair Ruiters, in the face of stiff

competition, was awarded the de Beers Centennial Oriel College Oxford scholarship in 1989.

2.d. The Period 1990-1994

The years 1990-1994 were to prove amongst the most exacting in Saldru's entire existence. After the unbanning of a number of political movements and the release of Mr Nelson Mandela from prison clear signals were given that the policy of donors on whom Saldru had traditionally relied was going to change if and when a new government was installed. The URC continued making a direct contribution of R401 474 (4,6% of the total) to Saldru. The Ford Foundation, FES and Misereor continued to provide substantial inputs to Saldru's programmes but a contract with the World Bank (IBRD) became the principal source of funds in this period. [See Appendix 1]

Several notable events occurred within Saldru affecting its staff. Mrs Annette Thom, its dependable administrator retired after nearly 17 years' service. Her place was taken by the equally dependable Brenda Adams. Francis Wilson was appointed to an eminent persons group by the Commonwealth Secretary-General to examine post-apartheid skills needs for South Africa. Dudley Horner worked in London with Carl Wright at the Commonwealth Secretariat on refining reports for the group and providing a budget for South African training needs which were incorporated in the publication: Commonwealth Secretariat. *Beyond Apartheid: Human Resources for a new South Africa*. London, James Curry, 1991. In 1990 the FES entered into an agreement with the University of Cape Town to host their representative Dr Winfried Veit, as a visiting scholar located within Saldru for a three year tenure. Dudley Horner on a seven-month sabbatical study and contact visit between May and November 1991 was sponsored in Germany by the FES to visit them, Misereor, and co-operative institutions in Bonn, Berlin, Marburg and Freiburg. During this visit he had numerous interviews with academics and practitioners gathering a considerable volume of literature which was later housed in the Saldru Library. During his Berlin visit he became aware that with the fall of the Berlin Wall co-operatives as they had operated in the former eastern-Bloc countries were being critically re-evaluated with possible adverse consequences for the emerging co-operative movement in South Africa. He also visited the RaboBank in Utrecht in the Netherlands. He followed this up later with visits to co-operative institutions in Sweden. This facilitated a later visit in 1993 to cooperatives in England, Sweden, Holland, France and Germany by Wilfred Wentzel and Alistair Ruiters, sponsored by the FES and the Swedish Cooperative Centre (Utan Gränser)

In Oxford in 1991 Horner worked with Anne Yates at the Southern African Advanced Education Project (SAAEP) which was placing highly skilled South African exiles in further training in Commonwealth countries before their return home. South Africans were also brought to the U.K for placements at the Civil Service College, the Bank of England, the Institute for Leisure and Amenities and similar government and non-government organisations. He continued with this work in Canada at Halifax, Ottawa and Toronto with Paul Puritt of the Southern Africa Education Trust Fund (SAETF) and Najwah Allie-Edries a Saldru researcher on placement at the Canadian Productivity Center.

Also in 1991 two masters candidates in economics and Saldru interns, Haroon Bhorat and Peter Ellis, were awarded scholarships to spend a year at the Massachusetts Institute of Technology (MIT)

At Saldru in 1992 Francis Wilson had secured some funding to develop at the request of the ANC a post-graduate diploma in economics (PDE) with Patrick Ncube, a returning exile from Sweden, as project leader and Trudi Hartzenburg, a lecturer in the School of Economics as convenor and Gertie Gabriels as administrative assistant. This course was run in 1992/3, 1993/4 and 1995. Of 34 candidates, 26 graduated. Of these candidates 30 were black South Africans and 7 were women. The three years cost some R1 551 440.

Also in late 1992 the Western Cape Economic Development Forum was established. This was a provincial variant of the National Economic Forum. It was later to be formalised by provincial law, as the Provincial Development Council (PDC) in 1996. Dudley Horner, Wilfred Wentzel, Jacqui Goldin, Faldie Esau and Michelle Adato were all involved in WCEDF and PDC committees between 1992 and 2003. Saldru conducted a workshop for the WCEDF in October 1993 and issued a report: *WCEDF. Proceedings of the Skills Workshop*. Cape Town. 1993. Horner with Esau as his alternate sat on the Short-term Job Creation Committee (which he chaired in 1994). One of the rotating chairpersons of the WCEDF and later the Chief Executive of the PDC was and is Adrian Sayers who was one of the earlier recipients of a Ford Foundation internship. The Job Creation Committee was responsible for allocating funds provided by the National Economic Forum and administered by the Development Bank of South Africa to applicants for labour-intensive construction projects in the Western Cape. This experience was to influence some of Saldru's future research.

In late 1992 the World Bank sent a small team led by Ms. Neeta Sirur to investigate the possibility of Saldru undertaking a Living Standards Measurement Study (LSMS) for South Africa as a whole prior to the installation of a new government. This probe resulted from a request for poverty analysis made to the Bank by a delegation of South Africans led by Messrs. Thabo Mbeki and Jay Naidoo. In normal circumstances such initiatives are Bank to government engagements. In the special circumstances of the time the Bank was unable to break sanctions which were in place and the Central Statistical Services were thus excluded as a major partner in such an endeavour. There seems little doubt that Saldru's involvement in the second Carnegie Inquiry into Poverty and Development inclined the Bank in our direction. Wilson and Horner initially balked at the prospect of so daunting a task. Our experience with the Carnegie enquiry had made us aware of the perils of a small research unit gearing up to undertake a huge operation. There were questions about fulfilling our obligations to the funders of ongoing projects. The development of the PDE was already causing some strain in Saldru and the School of Economics. The issue of the university being able to allocate us adequate space from limited resources to house the staff and equipment which would be needed loomed large. We decided after much soul searching to take on the job in partnership with colleagues at U.W.C and Stellenbosch University. We signed the contract, hired the labour initially required, the university allotted us the space and the work began. Thirteen publications were commissioned, the questionnaire was designed and the fieldwork undertaken. This task consumed a great deal of Saldru's energy in 1993. In the period 1992-1995 Saldru assembled a team of 26 researchers of whom 21 were from previously disadvantaged backgrounds to work with a team of nine from the World Bank to fulfil this contract. In the lead up to the 1994 elections Francis Wilson was enlisted, with the university's

consent, to take up a short-term appointment with the Independent Electoral Commission and took the PSLSD administrator, Lesego Mosele, with him. Saldru had to regroup but nonetheless the hard copy of *South Africans Rich and Poor: Baseline Household Statistics* was presented to Mr Jay Naidoo, Minister in the Office of the President, at a function in August 1994, less than a year after the fieldwork had begun [See Appendices 3 & 4 for the products of this project]. The database which was constructed is still widely used around the world. In Saldru we together with colleagues from the University of Michigan still use it to teach an extension course run annually since 1999 in the analysis of household data using Stata.

The Co-operative Service Programme was also very busy in the period employing some 21 research associates and interns of whom 19 were from previously disadvantaged backgrounds. A great deal of preparatory work led to the establishment in July 1993 of PLOEG (Plattelandse Ontwikkelingsnetwerk vir Eenheid in Gemeenskapprojekte = Rural Network for Unity in Community Development Projects) in some 30 towns and villages. The programme was obliged to close because of lack of funding. Wilfred Wentzel resigned to take up a post with the Rural Foundation in the second half of 1994.

The labour research programme revised and produced in more sophisticated editions its publications on minimum wages in South Africa but it too finally wound to a close.

While the PSLSD almost devoured us Saldru nevertheless produced a further six working papers, three books and an occasional paper from its ongoing areas of research interest in the period 1990-1994. Of the 113 people attached to Saldru in this period, 101 (89%) came from previously disadvantaged backgrounds and 41% were women.

2.e. The Period 1995-1999

At the beginning of 1995 with the termination of Ford Foundation, FES and Misereor funding the internship programme, which had been very successful over a period of 14 years had to be severely reduced. World Bank funding also came to an end. Future funding looked to be more precarious than it had at any previous time in Saldru's existence. The university continued paying the salary of the director, Francis Wilson on the permanent staff, of the deputy director, Dudley Horner in a post created in the School of Economics (from 1987) but the U.R.C which had subvented another research post in an amount of R80 000 p.a. from mid 1987 terminated its support at the end of 1995.

In 1995 the PDE was offered for the last time. Secure funding for this initiative had proved very difficult to obtain and maintain and the funds of R467 725 eventually secured were paid late leaving Saldru in the embarrassing position of having to ask the university for bridging finance to cover deficits which were eventually cleared at the end of 1996. Awards from the Kellogg and Mellon Foundations became the principal source of funding providing over 62% of the funding in this period (see Appendix I)

In May 1995 Saldru presented a voluminous directory for monitoring the reconstruction and development programme (RDP) and social indicators sorted by 10 key indicators at a workshop called by the RDP office.

In 1996 with permission from the University the Minister of Water Affairs and Forestry appointed Francis Wilson to chair the National Water Advisory Council in an honorary

capacity while the Minister of Labour appointed Dudley Horner to chair the Wage Board (March 1996-December 1998) part-time. These appointments stretched Saldru's slender human resources. Saldru's core staff had shrunk to eight and three of its main research interests had been abandoned.

Saldru entered into a relationship with Dr Guy Standing at the International Labour Office in Geneva working with the Minister of Labour on the Presidential Commission to Investigate the Development of a Comprehensive Labour Market Policy. This ILO work was published in 1996 as: Guy Standing, John Sender and John Weeks. *Restructuring the labour market: the South African Challenge – an ILO country review*. Geneva, I.L.O., 1996. It is noteworthy that in the acknowledgements for special work undertaken for this review no fewer than 10 of the 22 scholars named were either Saldru staff at the time or former Saldru staff/research associates. A by-product of this research project was: Faldie Esau and Dudley Horner. *A South African Labour Market Bibliography*, 2 volumes. Cape Town, ILO/UNDP/Saldru, 1997.

World Bank funding augmented by the sale of certain assets acquired by the PSLSD subvented a post to maintain the database created and to service users. Ingrid Woolard had been seconded to Saldru by the Finance Ministry for the project and had to return to her post but trained Sten Dieden, a Swedish scholar with a masters degree from Oslo University, to take over this post. He held this position from 1995 until early 1998. Matthew Welch an M.A candidate in the School of Economics was employed from March 1997, initially part-time, to understudy Dieden who was planning to return to Sweden to undertake a doctorate in Economics. Welch was later to be employed full-time by Saldru until July 2001 when he was redeployed to the Data First Resource Unit as deputy director (later acting director).

In 1996 Saldru renewed its ties with Dr Lawrence Haddad of the International Food Policy Research Institute (IFPRI) in Washington. Haddad had been employed by the World Bank as a consultant on the PSLSD from 1992-4. IFPRI's long-standing interest in public works programmes meshed with Horner's interest in the topic arising from the latter's work in the first place with the WCEDF and later the PDC. The issue was considered important by Adrian Sayers at the PDC and with his active support funding was secured from the British Overseas Development Agency (ODA) which was later recast as the Department for International Development (DfID). IFPRI had recently employed an American doctoral candidate with Saldru connections, Michelle Adato. She had undertaken the fieldwork for her master's degree on trade unions and cooperatives in South Africa in 1993 when Saldru had supported her with Ford Foundation funding. Saldru staff in the persons of Horner, Esau and Goldin were augmented for the project by Debbie Hene, a former Saldru intern, and Belinda Morrison, Neetha Ravjee and Ridwaan Haywood, the latter three hired specially for the project. The research was conducted between 1997 and 1999 and resulted in the following report: Michelle Adato et al. *From works to public works: the performance of labour-intensive public works in Western Cape Province, South Africa*. Washington, IFPRI/Saldru, 1999. The main findings were presented in November 1999 to a two-day workshop of 65 participants, opened by the Anglican Archbishop of Cape Town. The participants comprised representatives of all three tiers of government, trade unions, employers in the construction industry, small building contractors, local and foreign academics, members of the PDC board and some people who had actually worked on the public works projects.

In 1996 a team of nine researchers of whom two were Saldru staff and two ex Saldru staff were commissioned by and produced for the PDC

- Provincial Development Council. *The Western Cape: a socio-economic profile*. Cape Town, PDC, 1996.

Over the next two years, seven Saldru staff and research associates sat on the PDC's specialist committees for Human Resource Development, Infrastructure Development and Social Development (Adato, Esau, Goldin, Haywood, Hene, Horner & Mutedi). These deliberations resulted in:

- Provincial Development Council. *Shaping the Cape...a development review*. PDC, Cape Town, 1998.

In 1998 Saldru was approached by Dr Ailsa Holloway, co-ordinator of the Disaster Mitigation Unit (DiMP) in the School of Environmental and Geographical Science, to collaborate on developing a disaster mitigation information system. Saldru accepted a two-year sub-contract in 1999 funded by USaid. The project also received the whole-hearted support of the PDC. Two undergraduates, Patrick Mashiyi and Thabiso Musa, were contracted to work on the project with Faldie Esau as their principal mentor/supervisor and two honours students, Matthew Gush and Tony Marks, were employed on shorter contracts to gather data. Saldru's inputs were appreciated by what is an ongoing DiMP project, *Mandisa*.

As Saldru down-sized and abandoned its programme of internships for South African students interest from foreign scholars increased. In 1995 Sven Silvander and Richard Levin, Economic Hons. Candidates from the University of Gothenburg were hosted by Saldru. Ms. Cecile Charasse, a doctoral candidate in development economics at the University of Clermont-Ferrand, was hosted in 1996/7. She was followed by another doctoral candidate from Toulouse, Sandrine Rospabe, in late 1997 and again in 1999. Ms. Rospabe's research topic on racial discrimination in the South African labour market was particularly well-matched to Saldru's resources and she spent many fruitful months in our unit. Both candidates achieved their doctorates with particularly impressive results. Dr Rospabe returned to Cape Town in 2001 having been awarded a U.C.T. post-doctoral fellowship and worked that year with Haroon Bhorat in the DPRU. In 1996, Tim Hinks, a PhD candidate from the University of Hull was also hosted.

For a year from April 1997 to March 1998 Saldru hosted Hermann Lampersberger, a diploma candidate in economics at the University of Graz in Austria, to undertake research for his thesis on 'migration movements in the labour market in South Africa'.

Professor Betty Harris of the University of Oklahoma's Department of Anthropology and current president of the Association of Africanist Anthropology (AFAA) who had first made contact with Saldru in 1989 while conducting research in Swaziland has been a constant visitor hosted by Saldru since 1997/8. She visits annually, sometimes for up to three months at a time while conducting research on the political economy of wheat and wine production in the Western Cape as well as another project on housing the poor in Lagos and Cape Town. She recently visited Saldru in July/August 2003.

In 1998 David Clark, a doctoral candidate in Girton College at Cambridge University, spent six months in Cape Town undertaking a survey for his doctoral thesis. He was given a great deal of assistance in designing his questionnaire, drawing up his sample and

conducting his interviews by the following Saldru staff: Faldie Esau, Jacqui Goldin, Dudley Horner, Matthew Welch, Francis Wilson and Lynn Woolfrey. David Clark was awarded his doctorate and the fruits of his research have appeared *inter alia* as:

- David Clark. *Perceptions of development: Some evidence from the Western Cape*. Cape Town, Saldru Working Paper No. 88, 2000.
- David Clark. *Visions of Development*. Cheltenham, Edward Elgar, 2002.

Between October 1999 and February 2000, Kai Schuetze a candidate for the Diploma in vocational Education at the University of Technology in Dresden was hosted in Saldru while undertaking research on education and skills required for housing schemes for the poor in Africa.

With all this activity a casual observer may have been led to believe that Saldru's future particularly in terms of sustainable further funding was secured. In fact nothing could have been further from reality. Whereas the Chairman's Fund and the Ford Foundation had been generous funders in earlier years and the university and the URC had provided some security for key staff, there had been a sea-change in funding policy and most funders were moving away from any budget line items which constituted institutional support. South African government contracts on offer were far from generous. By 1996 the university was underwriting the posts of director (as a full-time member of the teaching staff) and deputy director but all other staff were on contract funded by 'soft money'. At this point Francis Wilson managed to secure funding from 1996 to 1998 from the Kellogg Foundation. This secured some R2 434 352 in the form of two contracts. The first was to ensure Saldru's basic research interests in labour issues while the second was closely tied to the needs of the Department of Trade and Industry in the person of the deputy minister at the time, Ms. Phumzile Mlambo-Ngcuka. This funding was paid in large enough tranches for Saldru to invest some of the money to earn interest. With this funding Saldru was able to employ in 1999 and 2000 two masters candidates in economics, Cecil Mlatsheni and Rose Mbono. A further two candidates Donald Maphiri and Patrick Mabuza were also briefly employed but the former left for a more handsome stipend offered by AFReC and the latter for a position at the National Electricity Regulator.

In 1995 the University decided to implement a decision which had been very strongly opposed by both Saldru and the DPRU, research units within the School of Economics, namely, to relocate these units to the Old Medical School Building on the Hiddingh Campus. The justification for this decision was that the space they were occupying was desperately required for teaching which was the university's primary function. Accordingly Saldru was relocated from the premises in the Robert Leslie Social Sciences Building which it had occupied for nineteen years to the Old Medical School Building during the summer vacation of 1995/6. This was not only disruptive but also costly to the university and to Saldru in terms of renovating and refurbishing the Old Medical Building and it took some four months for the unit to begin functioning properly. A particularly painful issue was that students in the social sciences no longer had easy access to the Saldru Library.

From September 1997 to July 1998 Saldru hosted Professor David Lam, Director of the Center for Population Studies in the Institute for Social Research (ISR) at the University

of Michigan (U.M) during his sabbatical leave. This was to lead to a fruitful relationship which also shifted Saldru's main areas of research focus in the direction of economic demography. Francis Wilson in consultations with Dr Wilmot James, then Dean of Humanities, David Lam and Professor David Featherman, began to moot the establishment of a multi-disciplinary research institute modestly modelled on the ISR. The Andrew W. Mellon Foundation was engaged in the process as a potential funder. The short-term consequence was that the Mellon Foundation awarded Saldru some R2 340 000 over a three-year period from mid-1998 to 2001 to develop teaching and research in economic demography. A post was advertised in 1999 but it took some time to find a suitable candidate. In the meantime a series of exchanges between U.C.T and U.M resulted in Sten Dieden and Ingrid Woolard being sent on specialized two-month training courses at U.M. in October 1997 and they were followed by Cecil Mlatsheni in late 1999 and other young researchers from U.C.T and other South African universities in subsequent years.

In September 1999 with this first tranche of Mellon funding Saldru executed an integrated family survey in the three magisterial districts of Mossel Bay, Riversdale and Heidelberg in the Langeberg health region. This survey was viewed as a precursor to a more elaborate survey to be conducted in the Western Cape in the year 2000. The Langeberg Survey as it came to be known focussed on health issues and involved a protocol agreement with the Western Cape Department of Health. There was a significant input in questionnaire design from Dr Anne Case and Professor Angus Deaton at Princeton University who seconded Dr Rob Jensen to help train interviewers. The latter were students in the U.C.T Department of Social Development nominated by Dr Lionel Louw. The working group overseeing the project consisted from Saldru's side of Wilson, Horner, Matthew Welch, Jacqui Goldin and Faldie Esau with the three last-named closely involved in questionnaire design, sampling and fieldwork. It was augmented by Cecil Mlatsheni, an economics honours candidate and Saldru intern, and Murray Leibbrandt from the School of Economics. The provincial health department was represented by Dr Najma Shaikh and Dr Ingrid le Roux. After initial teething problems had been overcome the fieldwork, led by Jacqui Goldin, ran smoothly with local community members trained to administer questionnaires. The database has been posted on the web. Work is continuing on this database with a view to producing a digital and hard copy report on the basic findings.

In 1997 Francis Wilson was appointed by the International Social Science Council as a member of the Scientific Committee of the Comparative Research Programme on Poverty (CROP) which he chaired from 2001 on.

In this period Saldru issued three working papers and two books. Of the 49 people associated with Saldru in this period 28 (57%) came from previously disadvantaged backgrounds.

In the last five years of the millennium. Saldru had raised R7 649 999 to fund its activities of which 91% was from foreign funders with the Kellogg and Mellon Foundation together contributing over 62% of all funding and the U.R.C subvention falling away.

Saldru's core staff at the millennium's end was leaner and meaner than it had been in a quarter century. The director and deputy-director's salaries were being met from GOB funds for the account of the School of Economics. The salaries of the following contract

staff on roll-over contracts were all being met from revenue largely contributed by foreign funders: librarian (L.Woolfrey), research officer in charge of databases and analysis (M. Welch), secretary/administrator (B. Adams), research officer (F.Esau), research officer (J. Goldin), library/administrative assistant (A. Siljeur). The university was also adapting its employment policies in terms of South African labour legislation to discourage short-term rollover contracts. Nevertheless on the eve of the new millennium funding in fairly substantial amounts had been secured for the next few years, the shift in research direction was exciting and there was an air of rejuvenation and optimism in the small research unit in spite of some regret about losing the fervour of previous research programmes.

At a staff meeting in December 1999 Francis Wilson notified staff that plans were afoot to move Saldru back to the upper campus where it would remain a research unit within the division of research in the School of Economics but would also be a part of a new ISR type of institution. The Saldru library would expand and be equipped with the necessary computer hardware and software to enable it to store and use large databases. A larger survey with a focus on metropolitan Cape Town would be conducted in the year 2000.

Further developments were that an M.Phil in demography was being designed, a suitable candidate for a lecturer/researcher's post in demography had been interviewed, Saldru would be running an annual workshop in the analysis of household survey data using Stata which would be run by Matthew Welch in partnership with U.M. staff and negotiations were in progress for Saldru to be rehoused alongside a new graduate school of humanities in what had been known as the Kramer Building adjacent to the Leslie Social Sciences Building on University Avenue. Francis Wilson announced that he would be on sabbatical leave in the first half of year 2000, teaching at Princeton University and Dudley Horner would act as director in his absence.

At another meeting in December 1999 it was decided that economists should lead the Survey 2000 and that Murray Leibbrandt would be responsible for leading the design of the questionnaire. During early December 1999 Dudley Horner participated in a workshop in Geneva 'to develop statistical instruments on socio-economic security' called by Dr Standing, Director of the I.L.O's Infocus Programme on Social and Economic Security. South Africa was selected as one of the countries in which a questionnaire should be tested and Saldru was nominated to do the job.

2.f. The Period 2000-2005

In the most recent period of Saldru's existence from 2000 to date an amount of R15 962 162 has been raised to fund Saldru's activities. The Andrew W. Mellon Foundation has become Saldru's principal funder providing over 88% of funding in this period. The Mellon funding is awarded in terms of two agreements: the first in an amount of \$600 000 is to further develop training and research in demography and the second for \$300 000 is to manage a 'poverty node' aimed at building research capacity in issues of poverty and inequality. In the first half of 2004 both awards were renewed to cover the period from 2004/7.

The Demography Programme in its second phase is overseen by a small committee whose members are:

Prof. Murray Leibbrandt (Saldru/Economics)
Mr Dudley Horner (Saldru/Economics)
Dr Ravai Marindo (CARE/Actuarial Science)
Professor Robert Dorrington (Actuarial Science)
Dr Tom Moultrie (CARE/Actuarial Science)
Ms. Brenda Adams (Saldru – Secretary)

In June 2000 Dr Anne Bakilana, a Tanzanian graduate of the London School of Economics, was appointed as a research/lecturer in the School of Economics on a three-year contract. She began to teach courses in economic demography at undergraduate and graduate level in the School of Economics. Sadly Dr Bakilana resigned to take up a post at the World Bank but her post has been filled by Dr Ravai Marindo. Dr Tom Moultrie, a South African graduate of the London School of Tropical Medicine and Hygiene, was awarded a three-year post-doctoral fellowship on the programme in 1999 charged, under Robert Dorrington's supervision, with investigating and assessing the need for training in demography at the national level and in Sub-Saharan Africa. His report is currently being written up.

In terms of teaching demography a line item in the budget is listed as the 'undergraduate to PhD pipeline'. In 2001 Dr Bakilana taught a series of 15 lectures on population and development in a full semester development economics course taught in the School of Economics to some 200 students. At the graduate level three courses were taught: demographic description and analysis (4 students) and population and development (11 students). Scholarships were awarded to the following honours candidates: Paul Anderson, Ray Hetherington and Yu-Chen Cheng. All graduated and Paul Anderson's long paper, duly revised, has been published as a working paper in the CSSR/Saldru series. Ms. Tia Linda Zuze, a Masters candidate in economic demography, was awarded one of the two scholarships available for master's candidates. She graduated in mid-2003 and joined UNESCO. There are currently four masters and a doctoral candidate on the programme.

In February 2000 a working group was constituted to conduct the Cape Metropolitan Survey mentioned above. The members of the group were: Prof. Murray Leibbrandt (Economics, in the Chair), Dr Nicoli Nattrass (Economics), Dr Jeremy Seekings (Sociology), Dr Owen Crankshaw (Sociology), Dudley Horner, Jacqui Goldin and Matthew Welch (the latter three all of Saldru). The group was augmented by Professor David Lam and Dr. K.G. Anderson (both of the University of Michigan) and Professor Francis Wilson (on sabbatical at Princeton University). A questionnaire focussing on labour market issues was designed with inputs from the University of Michigan members and some inputs from Professor John Knight and Dr Geeta Kingdon in the Centre for the Study of African Economies at Oxford University. The target area was defined as the Mitchell's Plain magisterial district, a sample was drawn and the fieldwork was undertaken in November/December 2000 with revisits in February and March 2001. The data embracing 1176 households with 4984 members was captured between December 2000 and September 2001. The first products of this endeavour were:

- Nicoli Nattrass. Unemployment, employment and labour force participation in *Khayelitsha/Mitchell's Plain*. Cape Town, CSSR/Saldru working paper No. 12, 2002.

- *Khayelitsha/Mitchell's Plain Survey 2000*. Survey report and baseline information. Cape Town, Saldru/CSSR and Population Studies Center, U.M, 2003.

The Mellon/UCT Poverty Node administered by Saldru is linked to the Mellon/Migration Node at the University of the Witwatersrand and the Mellon/HIV-AIDS node at the University of KwaZulu/Natal (Durban). The Poverty Node is overseen by a committee consisting of

Prof. Julian May, Chair, UND
 Mr Dudley Horner, Convenor, Saldru/UCT
 Prof. Tim Dyson, Development Studies Institute, LSE
 Prof. David Lam, Center for Population Studies, U.M.
 Prof. Murray Leibbrandt, Saldru/UCT
 Dr Zanele Mfono, Development Studies, University of Fort Hare
 Professor Valerie Møller, ISER, Rhodes University
 Prof. Sam Moyo, SARIPS, University of Zimbabwe
 Dr. Deborah Posel, WISER, Wits University
 Ms. Shirley Robinson, Poverty Relief Allocation, National Treasury, Pretoria
 Professor Francis Wilson, DFRU/UCT

The node has allocated some R2 765 000 to fourteen applicants for poverty and inequality projects due to be completed in 2005.

After renewing contact with Guy Standing at the ILO in 1999 in 2000 Saldru's Horner and Esau with inputs from Welch and Woolfrey attempted to complete the experimental ILO IFP – SES Insecurity Questionnaire (some 22 Pages) using available South African sources. Their response was accompanied by a 13-page commentary on the lamentable state of South Africa's statistics on social and economic issues. A second round of this survey is being undertaken in 2005. In March 2000 a paper on *Training the Unemployed* written by Horner, Esau and Mullagee and commissioned by the Department of Labour was presented to a workshop of the South African Qualifications Authority (SAQA).

In July 2000 applying their knowledge of public works programmes and projects in the Western Cape drawn from the project on public works mentioned earlier Horner and Esau made presentations at 7 regional workshops convened by the PDC. They accompanied the PDC's Christelle Cronje and Herman Gribble, director of public works in the Western Cape Department of Transport to these events which were held in Vredendal, Beaufort West, Calitzdorp, Bredasdorp, George, Worcester and Paarl where the audiences ranged between 40 and 100 interested parties drawn from government, labour unions, local business, NGOs and regional development forums.

Foreign research associates in this period were:

- Dr Philippe Aerni (2000 and 2002) from the Swiss Federal Institute of Technology in Zurich but a visiting research fellow at Harvard University's Center for International Development at the time undertaking research on an assessment of 'genetically engineered food in developing countries.
- Joachim Achtelstetler (2001) a fifth year student completing his Diploma in Psychology at the University of Trier and working as an intern at Saldru with a

placement at the Clothing Industry Bargaining Council assessing the council staff's performance.

- Dr David Clark from the Von Hugel Institute, Saint Edmunds College Cambridge together with Dr Mozaffar Qizilbash of the School of Economic and Social Studies at the University of East Anglia (2001). This initiative was a collaborative effort involving Saldru's Esau, Goldin and Horner with inputs from Welch and Woolfrey funded by DfID to the tune of £49 000 on a project entitled 'the essentials of life', a poverty study incorporating a survey of 568 respondents in the township of Kwanonqaba (Mossel Bay), 313 in the Murraysburg magisterial district (both urban and rural), and 60 in the hamlet of Khubus in the Northern Cape Province. In October 2001 Horner and Esau were hosted at Greenwich University to assist Clark in examining the database produced and preparing initial tabulations. The first product of this was: David Clark and Mozaffar Qizilbash. *Core poverty and extreme vulnerability in South Africa*. Norwich, Economics Research Centre discussion paper no 2002-3, 2002.

Saldru has a copy of the database from this project.

- Sten Dieden (March 2000, Nov-Dec 2001, Aug-Oct 2002 and July-Aug 2003) a doctoral candidate in economics at the University of Gothenburg (Sweden) has maintained his Saldru links while working on aspects of employment, earnings and poverty in South Africa. In 2002 he was accompanied by Dr Ali Tasiran an econometrician from the University of Gothenburg who conducted a number of seminars on the analysis of panel data for economics students at UCT and the University of Stellenbosch.
- Professor Betty Harris (2000-2003) returned to Saldru for one to two months at mid-year every year for four years to further her research on wine and wheat production and housing in Cape Town.
- Mary Thornton (2002) a masters candidate in public policy in the Ford School of Public Policy at the University of Michigan was co-hosted by Saldru and the PDC for three months while working on development policy issues in the Western Cape.
- With funds from the first tranche of Mellon Funding Jolene Skordis a masters candidate at UCT working on the likely outcomes of interventions in the HIV/AIDS epidemic in South Africa under the supervision of Dr Nicoli Nattrass was awarded a scholarship in 2001. She later worked on the KMPS 2000 generating and verifying the statistical significance of tables from January to May 2002 and duly graduated in June 2002. She is currently a PhD candidate in economics at the London School of Hygiene and Tropical Medicine.
- Anna McCord, a British doctoral candidate in economics first made contact with Saldru in 2001. She was modestly funded by Saldru to undertake fieldwork on public works programmes for her thesis. She graduated at the end of 2002 and her masters thesis edited by Dudley Horner was published as: Anna McCord. *Public works as a response to labour market failure in South Africa*. Cape Town. CSSR/Saldru working paper no. 19. 2002.

She subsequently secured funding from DfID with some additional financial input from Saldru to take further her study of public works in South Africa and as a Saldru/ODI research associate is currently undertaking a survey to determine the economic effects on the welfare of beneficiaries of public works programmes in the provinces of Limpopo, KwaZulu/Natal and the Western Cape. She employed three economic honours students on the project. A further paper, No. 79 in the CSSR series, was issued as: *Public Works: Policy Expectations and Programme Reality*.

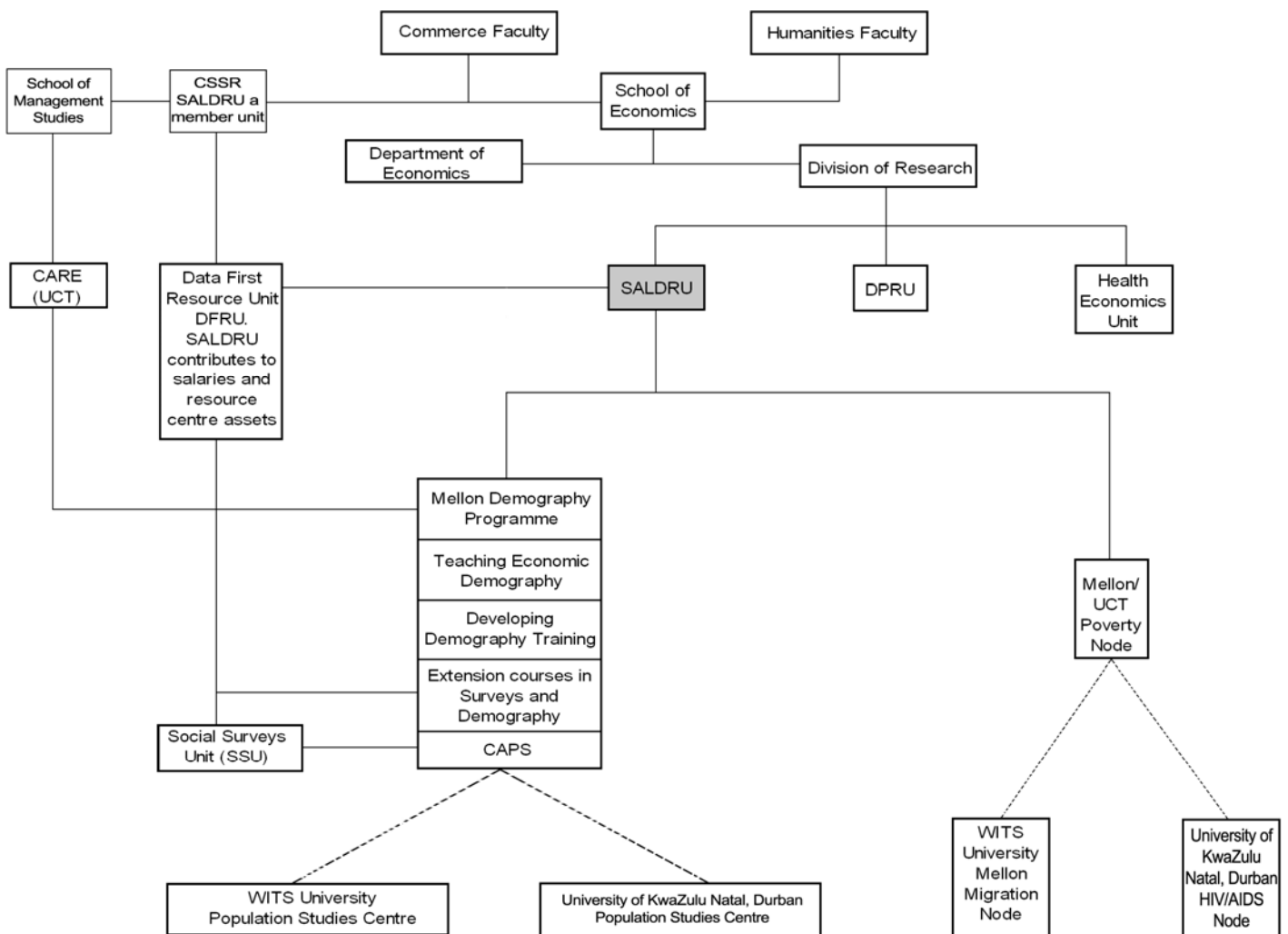
While all these activities were taking place, certain momentous decisions were taken which would have a very pronounced effect on Saldru's structure and future activities.

As previously noted in 1999 Saldru's core staff consisted of eight people of whom two were on the payroll of the university (the director a permanent member of the teaching staff and the deputy director) while the other six were externally funded. Plans were afoot to move Saldru back to the upper campus with accommodation on offer in the old Kramer Law Building on University Avenue and ample support from the Mellon Foundation secured to fund Saldru as well as a new social science research institute/centre. During 2000 and the first half of 2001 the entire plot altered. Funding from the Mellon Foundation was still secure but the accommodation in the Kramer Building was reallocated, other and less ample accommodation in the Leslie Social Sciences Building was being allocated to both Saldru and the DPRU, and Saldru's very lean staff of 8 was to be restructured so that two long-serving staff members would be retrenched, two would be retained in a much leaner Saldru and four would be re-deployed to a new Data First Resource Unit (DFRU) which would be an integral part of the newly-created Centre for Social Science Research (CSSR). A further decision was that Saldru's library built over a quarter-century would be severely culled, not least because of insufficient space to house the collection on the upper campus, and reconstituted as the Data First Resource Centre (DFRC) within the Data First Resource Unit within the CSSR. Saldru in its new guise would consist of the director (Murray Leibbrandt) from 1 September 2001, the deputy-director (Dudley Horner) and the secretary/administrator (Brenda Adams). DFRU, on the other hand, would consist of a director (Francis Wilson) from 1 September 2001, deputy-director (Matthew Welch), a data resource manager (Lynn Woolfrey) and a technical officer (Alison Siljeur).

Saldru would continue to administer the Mellon Demography Training Programme as well as the Mellon/UCT Poverty Node. Saldru remains what it has always been, a research unit in the School of Economics' Division of Research but is also a member of the CSSR. From its Mellon funding Saldru contributes to Welch's and Woolfrey's annual salaries in the DFRU, it also continues to subscribe to certain publications in the DFRC and contributed substantial funding to the Cape Area Panel Study which is being undertaken within the CSSR. Of the 36 researchers associated with Saldru in this period 20(56%) are white. They are mostly research associates and economists or post-graduate students working on higher degrees in demography. Saldru's current location within the university is depicted in figure 1. This figure reflects a research unit with fewer objectives and more narrowly populated by economists doing quantitative research using survey data. Saldru provides a bridge between these economists and the major research projects in the CSSR. While a much leaner Saldru has narrowed its areas of research to economic demography and poverty it continues its training of the previously disadvantaged in another guise. At the beginning of each of the seven years between 1999 and 2005 an extension course in the analysis of surveys using **Stata** has been offered. Between 60 and

70 participants have attended in each year and the vast majority are from previously disadvantaged groups. The course is convened by Matthew Welch with the University of Michigan making an invaluable contribution. In some ways this continues the earlier tradition of training fresh talent because the participants are drawn from universities in South Africa and in Southern Africa, government departments, research institutions and non-governmental organisations.

Figure One: SALDRU'S LOCATION WITHIN UCT STRUCTURES (2005)



3. REFLECTIONS ON RUNNING THE UNIT

The climate in which research units such as Saldru manage to survive has changed dramatically over the years. Although Apartheid was a hostile environment in which to operate, funders in the first twenty years of our existence encouraged institution-building within the remit of their awards and also proved to be extraordinarily understanding. The initial five year commitment by the Anglo American/de Beers Chairman's Fund enabled Saldru to establish itself firmly within UCT. The funding was renewed for a second five year term and certain finite project-related money was also forthcoming. It is remarkable that only in the first five years of its existence was the unit almost entirely supported by South African funding. For the next twenty-five years it would rely mainly on foreign 'soft' money.

The Chairman's Fund's support enabled Saldru to establish a sound trim structure capable of developing an 'institutional memory' based on experience but also able to expand when the need arose. The core of the enterprise was a director who was a full-time teacher in the school of economics. The cost of this post was thus borne by the university. There have been only two incumbents, Francis Wilson until June 2001 and Murray Leibbrandt thereafter. A deputy-director's post was created in 1981 and has been filled by Dudley Horner since that date. This was initially funded by external funds but the University Research Committee absorbed some of these costs from the 'eighties and the post was eventually established within the school of economics. A senior secretary/administrator has been a necessity throughout and this post has always been externally funded. It was ably filled first by Annette Thom until 1991 and then Brenda Adams. A full-time librarian's post, also externally funded, was created in 1979 and this was filled between then and 1989 by Sue Giffard, followed by Jackie Kallaway, Gordon Young, Isobel Brown and Dishaad Brey. Lynn Woolfrey ably filled this post from 1990 until 2001 when the library was transformed into the Data First Resource Centre with Lynn as its manager. In 1976 Nontobeko Moletsane was appointed as database assistant and later became a research associate. From 1976 until 1999 Nomabaso Mquqo (introduced by Nontobeko) was the database assistant charged with maintaining the press cuttings collection. She was always assisted by interns in their period of induction.

At various times in any one year between two and five senior researchers were attached to the unit and externally funded whilst the University Research Committee picked up all but R20 000 p.a of a single research officer's post between 1985 and 1995. In the first five years Norman Bromberger, Norman Reynolds and Charles Simkins were appointed as senior researchers at various times while Delia Hendrie, Alida Kooy (Dasnois) and Shirley Miller held posts as research assistants. The unit's approach was fairly conventional and focussed narrowly on the discipline of economics. Interns in that period were drawn mostly from the ranks of honours and master's students studying economics at UCT and their compliment was largely white and male (67% of the 54 people).

Apart from attention devoted to the special topics of farm labour, the economics of health care in South Africa, taxation and migrant labour the ground was established for the two programmes on labour market institutions and social and economic statistics which were to endure until the early 'nineties. Interns were put to work on any of these topics.

In the decade of the 'eighties negotiations begun in 1980 with the Ford Foundation, the Carnegie Corporation and the Friedrich Ebert Stiftung bore fruit and had important consequences. Initial modest funding from the Ford Foundation began to flow in 1981, swelling to considerable sums in later years, in support of the internship programme of work and study. While this support aimed at redressing racial and gender imbalances was important it had other important side effects. It underpinned the work of other programmes and projects by ensuring a steady flow of interns to service the latter. It obliged Saldrú, too, to move beyond the narrowly defined discipline of economics for its recruits into those of sociology (more particularly industrial sociology), history (more particularly economic history), social anthropology, education, psychology, applied mathematics and law. Interns were also drawn from UWC and UNISA and from the undergraduate as well as post-graduate ranks. A further beneficial outcome was that as undergraduates moved up the ranks from interns to research assistants and some to researchers research experience and knowledge was transferred from more experienced to less experienced researchers. A certain sort of continuity added momentum to the research experience.

The Carnegie enquiry was well-funded, not least because the contract was cast in terms of dollars when the rand was declining against the dollar, and generated a great deal of research in the social sciences on the topic of poverty. It absorbed a great deal of Saldrú's attention between 1980 and 1984 and squads of interns were engaged on writing papers for the conference. This endeavour subjected the unit to a great deal of stress as it expanded to accommodate an initiative of this size. Wilfred Wentzel returning from the United Kingdom joined Saldrú in 1981 for the Carnegie Inquiry and later played a vital role, and not only as a role model, in developing the internship programme.

The FES like Ford began supporting Saldrú modestly at first in the early 'eighties but then increased substantially its contribution to the labour market and social economic statistics programmes. The former directed by Dudley Horner, consisted at various times of teams led by Debbie Budlender, Shirley Miller, Gordon Young and Martin Nicol whose contributions were invaluable. The team of interns funded by Ford included, Debbie Banjatwa, Ashley du Plooy, Ashraf Kagee, Andre Kriel, Nombuso Ndumo, Ceba Mtoba, Michelle Saffer, Ighsaan Schroeder and Mansoor Venos. In the latter half of the decade teams led by Najwah Allie (Edries), Yumna Ariefdien (Herman) and Michelle Williams ably continued this work assisted by research assistants and interns funded by Ford in the persons of Paul Lundall, Anisha Nagdee, Francis Moloi, Zaid Kimmie, Shireen Mohamed, Faldie Esau, Peter Ellis, Rustim Ariefdien, Ameena Parker (Smith), Wendy Hendricks, Debbie Banjatwa and Craig Groenwald.

The social and economic statistics programme was steered very calmly and surely by Delia Hendrie assisted by Abu Adams and Yumna Ariefdien with a team of 22 interns funded by the Ford Foundation. This programme lasted from 1981 until 1987.

Although Saldrú had been involved in conducting surveys of one kind or another from its foundation the Carnegie Inquiry initiated a number of socio-economic surveys undertaken by Saldrú researchers and interns using a basic questionnaire devised by Charles Simkins. In the process Saldrú researchers, most of whom were highly urbanised were introduced to rural areas thus building a bridge between town and country. The needs perceived in the course of these exchanges excited an interest in co-operatives. A survey of Atlantis outside Cape Town undertaken by Moosa Ebrahim, Brendan Roberts, Alistair Ruiters and

Roderick Solomons provided an incentive to become more actively involved in development initiatives. Negotiations with Misereor (the German Catholic Bishops' Foundation) led to generous funding for a cooperative service programme from 1987 until 1994. It too engaged teams of researchers and Ford funded interns prominent among whom were Wilfred Wentzel, Anne Collins, Alistair Ruiters, Vernon Rose, Igshaan Soules and Ben van Staden and Wrenelle Ruiters.

At the end of the 'eighties into the early 'nineties Anton Lubowski a prominent anti-apartheid lawyer nominated five young Namibian students studying in Cape Town for internships and all but one who died in a tragic motor car accident completed their degrees and returned to an independent Namibia.

In this decade given the will to do it and with generous funding from Ford Saldrú was enabled to address issues of equity and the complexion of the Saldrú complement changed dramatically with 172 (78%) of the 220 newly engaged research and trainee component drawn from the ranks of the previously disadvantaged. The improvement in gender imbalance was not as dramatic but women constituted 39% of the new intake. Of the new intake 50 (23%) were black South Africans but surprisingly very few of these were Cape Town born, most of them originating in other provinces or Namibia. Saldrú was particularly vibrant during this period and the intellectual atmosphere was electric. The different political tendencies of the interns and young researchers, many of whom were activists of one sort or another, provoked lively debate and hot discussion.

At the dawn of the 'nineties the future of the unit certainly seemed encouraging. While the social and economic statistics programme had closed down the labour market research programme seemed healthy, the cooperative service programme was proceeding apace and the library and information service was widely used and also accepting interns from the Cape Technikon's school of librarianship. Five such were employed as library assistants while completing their studies between 1990 and 1995.

The PDE looked promising and the first dozen candidates included nine exiles returning from mostly former iron-curtain countries nominated by the ANC. This initiative engaged a number of senior lecturers in the school of economics in the teaching programme as well as post-graduate students as tutors. A lot of effort went into it and the programme had great potential but after three years it was terminated because of a lack of funding.

On a sabbatical year in Europe in 1991 Dudley Horner was warned that there was about to be a sea-change in the international donor funding and that the sort of institutional funding which Saldrú had previously enjoyed would no longer be forthcoming. In the 'nineties this led to the closure of the labour market programme and the cooperative service programme which was a matter of deep regret.

On the other hand the engagement with the World Bank on the PSLSD was a stimulating learning process which was hopefully beneficial to all concerned in that endeavour which nearly consumed Saldrú. The university was particularly accommodating in affording Saldrú the space to gear up for an undertaking of such size. The vacuum left after the completion of the project was partly filled by the activities into which Saldrú was enticed by Adrian Sayers as head of the Provincial Development Council of the Western Cape.

While the Ford, FES and Misereor funding continued until 1994 the internship programme was maintained but that, too, drew to a close in 1995. In this period the complement of those 156 people newly engaged in Saldru activities 126 (81%) were drawn from the ranks of the previously disadvantaged.

Saldru's earlier focus on labour market institutions changed but the wealth of reports, articles and databases assembled over the years informed the work of the national labour market commission (jointly chaired by David Lewis) and the labour market report produced by the I.L.O's Guy Standing for the Ministry of Labour and the Presidency in 1995 and 1996. Involvement with the PDC developed Saldru's expertise in public works programmes and renewed the relationship with Lawrence Haddad and Michelle Adato at IFPRI in Washington.

Work undertaken over the years on poverty and its alleviation led to close involvement with the **Reconstruction and Development Programme** in the Office of the Presidency where Howard Gabriels had been appointed to a leading position between 1994 and 1996. Work on labour issues and development in the past also led to a closer working relationship with the Ministries of Labour and Water Affairs and Forestry between 1996 and 1999. The Kellogg Foundation funding from 1996 and 1998 reinforced research relations with the Ministry of Trade and Industry where Alistair Ruiters had a key role to play in issues affecting small businesses.

The Mellon Foundation funding from 1998 directed Saldru's main foci into economic demography (including survey research) and poverty and also initiated the annual extension courses in the analysis of surveys using **stata**. Its main programmes became training in economic demography (population studies) in cooperation with the Centre for Actuarial Research (CARE) and the **Mellon Node on Poverty and Inequality**. Both Mellon initiatives brought Saldru closer to the Agincourt Project in the School of Public Health at the University of the Witwatersrand and the School of Development Studies (SODS) at the University of KwaZulu/Natal. David Ndegwa at the Agincourt Project was appointed coordinator of the three Mellon Nodes and Julian May (director of SODS from 2005) assumed chairmanship of the Poverty and Inequality Node committee.

From 2001, Anna McCord, initially a master's and later a doctoral candidate in economics at U.C.T picked up Saldru's initial work on public works and continued to explore the topic. Dudley Horner and Faldie Esau continued the relationship with Guy Standing at the I.L.O by working on social and economic security. Horner, Esau and Goldin continued to work on poverty and quality of life issues with David Clark and Mozaffar Qizilbash. Other research associates actively working on projects in 2004/2005 are listed in Appendix 5 while the Saldru publications are listed in Appendix 2.

Over the thirty year period some 467 people were attached to Saldru in one or more of the categories mentioned on page 4. Their race and gender is reflected in Table 1 below

Table No 1: Saldru Associates by Race and Gender

Race & Gender	Number	%
Coloured male	92	19,7
Coloured female	71	15,2
African male	93	19,9
African female	41	8,8
White male	95	20,3
White female	54	11,6
Indian male	14	3,0
Indian female	7	1,5
	467	100,0

Of these 467 about 42 were employed as auxiliary employees (librarian, library assistants, secretaries/administrators, database managers, database assistants etc). A further 57 were foreign scholars either working on fixed term projects or on achieving higher degrees. Of the remaining 368, 248 (67, 4%) were undergraduates or young postgraduates studying for higher degrees, drawn from previously disadvantaged communities. All graduated. Thirty-two people (of whom seven were foreign scholars) went on to acquire doctorates in the social sciences. A further four are currently working towards doctorates.

In the first five years of Saldru's existence as well as in the most recent five years whites have dominated the ranks of associates. During the 15 year period from 1981 to 1995 people of colour dominated partly because of the Ford Foundation funding, partly because of the increasing number of black students entering U.C.T and partly because Saldru stepped beyond the bounds of economics to become a multidisciplinary unit. It is also true that the extension course in the analysis of survey reaches more people of colour as do the poverty node awards in the last five years.

Without the very generous funding of all its donors Saldru would not have been able to release the exceptional talent uncovered over these years. Many went on to make significant contributions to South Africa as Appendix 6 listing the career outcomes of some Saldru associates and the appended directory indicate. The R37 million (R74.4 million in 2002 rand values) raised in funding over thirty years made an important contribution to the university's corpus of research in the social sciences.

APPENDIX 1

**Table No. 2
SALDRU MAIN FUNDING SOURCES 1975 TO 2005 (Rand)**

	SOURCE	1975-1979	%	1980 - 1984	%	1985-1989	%	1990-1994	%	1995-1999	%	2000/2005	%	TOTAL	%
1	Affiliation fees, sales, services & small SA contracts	71,956	25.0	104,645	6.3	112,831	3.9	499,146	5.7	413,430	5.4	29,914	0.2	1,231,922	3.3
2	University Research Committee	-		70,691	4.2	311,194	10.9	401,474	4.6	80,000	1.0			863,359	2.3
3	Anglo American/De Beers Chairman's Fund	210,153	73.1	285,100	17.1	94,000	3.3							589,253	1.6
		282,109	98.1	460,436	27.6	518,025	18.1	900,620	10.3	493,430	6.4	29,914	0.2	2,684,534	7.2
4	Mellon Foundation (USA)									2,340,000	30.6	12,935,626	81.0	15,275,626	41.1
5	World Bank (IBRD-Washington)							3,797,208	43.2	997,129	13.0	55,671	0.3	4,850,008	13.1
6	Ford Foundation (USA)			461,938	27.8	1,658,348	58.2	1,650,778	18.8			239,000	0.3	4,010,064	10.8
7	Kellogg Foundation (USA)									2,434,352	31.8		1.5	2,434,352	6.5
8	Friedrich-Ebert-Stiftung (Germany)			11,845	0.7	214,925	7.5	723,651	8.2	80,000	1.0			1,030,421	2.8
9	Carnegie Corporation (USA)			646,709	38.8	132,842	4.7	198,657	2.2					978,208	2.6
10	Misereor (Germany)					287,204	10.1	661,051	7.5					948,255	2.5
11	SIDA (WUS) Sweden			6,500	0.4			439,050	5.0	240,955	3.2			686,505	1.8
12	Dfid (ODA) (U.K)									320,700	4.2	387,858	2.4	708,558	1.9
13	Norad (Norway)							420,665	4.8					420,665	1.1
14	Usaid/DIMP (USA)									245,130	3.2			245,130	0.7
15	I.L.O. (Geneva)									177,094	2.3	104,758	0.7	281,852	0.8
16	National Academy of Sciences (U.S.A)									120,760	1.6			120,760	0.3
17	Presidency/Usaid											75,350	0.5	75,350	0.2
18	PASCAP (Open Society)											140,000	0.9	140,000	0.4
		282,109	98.1	1,587,428	95.3	2,811,344	98.6	8,791,680	100.0	7,449,550	97.4	13,968,177	87.5	34,890,288	93.8
19	Finmark Trust											812,225	5.0	812,225	2.2
20	MFRC											300,000	1.8	300,000	0.8
21	NRF											314,000	1.9	314,000	0.8
22	Other	5,500	1.9	77,712	4.7	39,000	1.4			200,449	2.6	124,001	0.8	446,662	1.2
23	Interest on invested funds											443,759	2.8	443,759	1.2
	Total	287,609	100.0	1,665,140	100.0	2,850,344	100.0	8,791,680	100.0	7,649,999	100.0	15,962,162	100.0	37,206,934	100.0

APPENDIX 2

SALDRU PUBLICATIONS LIST

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APPENDIX 3

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APPENDIX 4

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APPENDIX 5

Research Interests of SALDRU Associates

Carolyn Ardington, Statistical Sciences, University of Cape Town

Research Topics:

- Financial Access and the Poor
- Family Support
- CAPS

Dr. Justine Burns, School of Economics, University of Cape Town

Research Topics:

- Family Support
- Inequality and Environment
- Neighbourhood Effects

Dr. David Clark, Research Associate, Global Poverty Research Group and Institute of Development Policy and Management, University of Manchester, UK.

Research Topic:

- Concepts and Measurement of Poverty

Books:

Clark, D. A. Visions of Development: A Study of Human Values (Edward Elgar, 2002).

Clark D. A. (ed.) The Elgar Companion to Development Studies (Edward Elgar, forthcoming).

Poverty in South Africa

Daryl Collins, Department of Management Studies, University of Cape Town

Research Topic:

- Financial Diaries

Sten Dieden, Department of Economics, University of Gothenburg (Sweden)

Research Topic:

- Income determinants of poverty

Prof. J. Paul Dunne, School of Economics, University of the West of England (UWE), Bristol

Research Topic:

- Labour Markets
- Trade and Unemployment

Faldie Esau, Independent Researcher

Research Topics:

- AIDS, Disability
- Skills Training

Dr. Malcolm Keswell, School of Economics, University of Cape Town

Research Topic:

- Family Support

Prof. David Lam, Population Studies Center, University of Michigan

Research Topics:

- Cape Area Panel Study
- Family Support

Dr Jim Levinsohn, Ford School of Public Policy, University of Michigan

Research Topics:

- Training Social Scientists in the Analysis of Surveys using STATA
- Family Support

Samson Muradzikwa, School of Economics, University of Cape Town

Research Topics:

Anna McCord, School of Economics, University of Cape Town

Research Topic:

- Public Works Programmes

Cecil Mlatsheni, School of Economics, University of Cape Town

Research Topics:

- Youth Unemployment
- Family Support

Prof. Nicoli Nattrass, School of Economics and Director of CSSR, University of Cape Town

Research Topics:

- Labour markets

Dr Mozaffar Qizilbash, School of Economic and Social Sciences, University of East Anglia, United Kingdom

Research Topic:

- Concepts and measurement of poverty

Prof. Jeremy Seekings, Department of Sociology and Director of the Social Surveys Unit, University of Cape Town

Research Topics:

- Cape Area Panel Study
- Family Support

Martine Visser, School of Economics, University of Cape Town

Research Topic:

- Inequality and the Environment

Matthew Welch, Deputy Director, Data First Resource Unit, CSSR, University of Cape Town

Research Topics:

- Training of Social Scientists in the Analysis of Survey Data using STATA
- Survey Methodology
- Poverty and Inequality

Prof. Francis Wilson, Retired/Saldru Research Associate, University of Cape Town

Research Topic:

- Poverty and Migration

Dr. Martin Wittenberg, School of Economics, University of Cape Town

Research Topic:

- Youth Unemployment

APPENDIX 6

CAREER LIST OF SOME SALDRU ASSOCIATES

1. INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT (IBRD/WORLB BANK)

Dr Ian Goldin,	Vice President: International Affairs
Dr Brian Levy,	Sector Manager, Africa: Public Sector Reform & Capacity
Dr Peter Moll,	Senior Economist, Africa
Mr Peter Ellis,	Senior Economist, Europe & Central Asia: Infrastructure & Energy Services
Dr Anne Bakilana,	Young Professionals Programme (2003)

2. ACADEMIA

University of Cape Town

Mr Abu Adams,	Research Finance & Projects Manager, UCT Administration
Dr Haroon Bhorat,	Director/DPRU, School of Economics
Ms. Dilshaad Brey,	Reference Librarian, Brand van Zyl Law Library
Ms. Judith Fillmore	Creditors Clerk, Finance Department
Mr Reza Daniels	Lecturer, School of Economics
Mr Ridwaan Haywood,	ISIS Project, Registrar's Office
Mr Paul Lundall,	Deputy-Director/DPRU, School of Economics
Mr Cecil Mlatsheni,	Lecturer, School of Economics
Ms. Yasmin Mohamed	Senior library assistant, Manuscripts & Archives
Dr Jonny Myers,	Professor & Head of Dept. of Public Health
Dr Bill Nasson,	Professor of Historical Studies
Dr. Sharon Prince	Research Fellow, Department of Human Biology
Dr. Elaine Salo	Senior Lecturer, African Gender Institute
Mr. Barry Standish	Senior Lecturer in Economics, Graduate School of Business
Ms. Cherrel Thebus-Africa	Researcher, DARU/CSSR

Rhodes University

Prof. Fred Hendricks,	Head of Dept. of Sociology
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Stellenbosch University

Prof. Ashraf Kagee,	Assoc. Prof., Psychology Dept
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University of the Western Cape

Dr. Renfrew Christie, Professor & Dean of Research
Ms. Simone Noemdoe Integrated Water Resource Management
Dr. Neetha Ravjee Senior Researcher, Education Policy Unit
Dr. Beverley Thaver Deputy Director, Education Policy Unit

WITS

Dr Charles Simkins, Helen Suzman Professor of Economics
Dr Devan Pillay, Senior Lecturer, Department of Sociology

Cape Peninsula University of Technology

Dr Mandla Tshabalala, Deputy Vice-Chancellor

Khanya College

Mr. Kgotsile Lehulere, Coordinator
Mr Ighsaan Schroeder Coordinator

Oxford University

Dr Janine Aron, Centre for the Study of African Economies

Sussex University

Dr. Stephen Devereux, Institute of Development Studies

3. S. A. GOVERNMENT

Parliament

Ms. Helen Zille M.P
Mr. Ekshaan Jawoodien, Parliamentary Research Unit
Dr. Farieda Khan Parliamentary Research Unit
Ms. Pumza Mpoyiya Parliamentary Research Unit

Treasury

Ms. Najwah Allie-Edries
Ms. Eileen Meyer

Justice

Mr. Fikile Bam Judge-President, Land Claims Court.
Mr. Willie Hofmeyr Deputy National Director of Public Prosecution

Department of Environmental Affairs and Tourism

Dr Crispian Olver, Director-General

Department of Foreign Affairs

Mr Francis Moloi, Chief Director, Asia & Australasia

Department of Labour

Mr Abrahams Mutedi, Free State Regional Directorate.

Department of Land Affairs

Mr. Terence Fife, Regional Provincial Director, Western Cape

Department of Trade and Industry

Dr Alistair Ruiters, Director-General

Mr Lionel October, Deputy Director-General, Enterprise & Industry Development

Mr Moosa Ebrahim, Chief of Staff

Mr David Lewis, Chairman, Competition Tribunal

Mr Mustapha Adams, Councillor (Economic) South African Embassy Paris

Mrs Janeen Dunne-De Klerk, Financial Officer, Competition Tribunal

Dr. Julius Nyalunga, Councillor (Economic), South African Embassy, Luanda

Department of Transport

Ms. Wrenelle Stander, Director-General

Ms. Sharon Parker-Groenmeyer-Edigheji, Project Leader, National Freight Logistic System

Department of Water Affairs and Forestry

Ms. Debbie Hene, Chief of Staff

Mr. Ben van Staden, Manager, Training and Social Development

South African Revenue Services (SARS)

Ms. Zukiswa Mquqo, PAYE – Companies, Port Elizabeth

Mr. Thabiso Musa, Tax Education Consultant

Reserve Bank

Mr. Patrick Mabuza, Senior Analyst

Provincial Government of the Western Cape

Mr David Maralack, Director, Department of Cultural Affairs and Sport

Dr Laurine Platzky, Head of the Department of Housing
Mr Brendon Roberts, Head of Department of Economic Development & tourism
Adv. Rod Solomons, Head of Department of Cultural Affairs and Sport
Mr. Reza Misbach, Director, Human Resources, Office of the Premier

Provincial Development Council of the Western Cape

Mr Adrian Sayers, CEO
Ms. Wendy Hendricks, Administrator

Provincial Government of the Northern Cape

Ms. Shireen Mohamed, Head of Ministry of Social Services and Population Development

City of Cape Town

Mr Wallace Mgoqi, City Manager
Ms. Jane Prinsloo, Head of Department of Economic Development & Tourism
Mr David Schmidt, Head of the Office of the Mayor

City of Johannesburg

Mr. Graeme Bloch, Director, Social Development

Municipality of Knysna

Mr. Richard Martin, Manager of Operations

Municipality of Riversdale

Mr. Stanley Julius, Centre Manager, Multi-purpose Centre

Municipality of Saldanha Bay

Ms. Ayanda Canca, Executive Director, Social & Economic Development

4. NAMIBIAN GOVERNMENT

Mr. Steve Katjuanjo Permanent Secretary, Office of the Prime Minister

5. INDEPENDENT RESEARCH ORGANISATIONS/CONSULTANTS/TRUSTS

Dr. Zaid Kimmie, Executive Director, Community Agency for Social Change (CASE)
Ms. Debbie Budlender, Specialist researcher, CASE and a member of the Ministry of Labour's Employment Conditions Commission (ECC)
Dr Pundy Pillay, Senior Economist, RTI International
Rev. Vernon Rose, Organisation Development Africa
Mr Wilfred Wentzel, Director, Centre for Integrated Rural Development (CIRD)

Ms. Jacqui Goldin,	Senior researcher, Social Survey (Pty) Ltd
Dr. Mamphela Ramphele,	Circle Capital Ventures
Dr Norman Reynolds,	The Peoples Agenda, Johannesburg
Mr Stephen Hanival,	Executive Director, Trade & Industry Policy Strategies (TIPS)
Dr. Martin Nicol,	ODA, Cape Town
Ms. Estelle Randall,	Media Division, Biowatch
Mr. Marcus Solomon,	Coordinator Children's Resource Centre, Cape Town
Mr Barry Streek,	Chair of Trustees, Social Change Assistance Trust
Mr. Gordon Young	Trustee, Social Change Assistance Trust
Mr. Paul Anderson,	Economic Analyst, Genesis Analytics
Mr Rustim Ariefdien,	Altitude Workforce Solutions
Mr Omar Badsha,	Head of S.A History on Line
Dr. Judith Cornell,	International HIV/AIDS Alliance, Brighton
Mr. Ashley du Plooy,	National Director, The Nations Trust
Ms.Esther Engelbrecht,	Merging Miners.
Mr Howard Gabriels,	Lesoba Difference
Ms. Trudie Hartzenberg,	Executive Director, Trade Law Centre
Mr. Gerald Kraak,	Director, The Atlantic Philantropies
Ms. Moira Levy,	IDASA, Cape Town
Dr. Monde Makiwane,	HSRC
Mr. Donald Maphiri,	Divisional Manager, Afrec (Pty) Ltd
Ms. Lesego Mosele,	Consultant, Decipher Management Consulting.
Ms. Mandisa Moyake	Ex Political Prisoners Committee
Dr. Evelyn Rabaji,	Phuhlisa Researchers
Dr. Wolfgang Werner,	Consultant on Land and Rural Development, Namibia

6. PETROLEUM INDUSTRY

Ms. Yumna Ariefdien-Herman,	Business Information Manager, Engen Petroleum
Ms. Mary-Jane Morifi,	Director of Audit, BP International
Mr. Garth van der Horst,	Senior Manager, Shell (S.A)
Mr. Gasan Omar,	Tax Adviser, Shell (S.A)

7. TRADE UNIONS

Mr. Ebrahim Patel,	General-secretary, SA Clothing & Textile Workers Union (SACTWU)
Mr. André Kriel,	Deputy General-secretary, SA Clothing & Textile Workers Union (SACTWU)

Mr. Fred Petersen, Regional Secretary, National Union of Metalworkers (NUMSA)

Mr. Dinga Sikwebu, National Education Officer, National Union of Metalworkers (NUMSA)

8. THE MEDIA

Ms. Alide Kooy-Dasnois, Editor, Business Report, Independent Newspaper Group.

Ms. Philipa Green, Head of Radio News and Current Affairs S.A.B.C.

Mr. Don Pinnock, Deputy Editor, Gateway Magazine.

Ms. Felicia Roman, Managing Director, KFM Radio

Mr. Gervasius Ndauendapo, Managing Director, 'New Era', Windhoek

9. PUBLIC LIBRARIES

Ms. LoMarcia Abrahams-Zwaan, Paarl Public Library.

Ms. Aneesa Hamdulay, Acting Head Librarian, Kensington Library, Cape Town

Ms. Anne Munnik, Westridge Public Library, Cape Town

Ms. Elminn Pekeur, Abvest, Claremont.

DIRECTORY OF SALDRU ASSOCIATES

	NAME	DATE	STATUS	SOURCE OF FUNDS	CURRENT POST	CONTACT NO'S
1	ABEDIAN, Dr. Iraj	1984, 85/87	Research Associate	Ford Foundation & F.E.S & Carnegie Corporation	CEO – Pan African Group, 4 th Floor West Office Tower, Nelson Mandela Square, cnr 5 th Ave & Rivonia Rd., Sandton	Tel: 011 263 7865 Email: abedian@panafricagroup.co.za
2	ABRAHAMS, Glynis	1991/92	Intern	Ford Foundation		
3	ABRAHAMS-Zwan, LoMarcia	1990	Intern/ trainee librarian	Ford Foundation	Librarian-Mill Str. Public Library, Paarl	Tel: 021 807 4871 Email: lormarciaz@drakenstein.gov.za
4	ABRAHAMS, P	1986	Intern	Ford Foundation		
5	ABRAMS, Michael	1985/86	Intern	Ford Foundation		
6	ACHTELSTETLER, Joachim	2001	5 th yr Diploma student from University of TRIER	Own funding	Returned to Germany	
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12	ADLER, Ben	1975/6	Intern	Chairman's Fund	Emigrated	

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14	AFRICA, Reggie	1975/6	Returning Scholar	Chairman's Fund	
15	ALDERMAN, Dr. Harold	1993/4	PSLSD Consultant	World Bank	Lead Human Development Economist, Africa – Regional Human Development, World Bank, Washington, D.C
16	ALLIE, Wesaal	1992	Intern	Ford Foundation	
17	ALLIE-EDRIES, Najwah	1985/93	Intern Researcher	Ford Foundation, F.E.S & Misereor	Tel: 012 658 0184 Email: Najwah.Allie-Edries@treasury.gov.za Cell: 082 466 8062
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30	BADSHA, Omar	1983/92	Photographic Organiser for Carnegie Enquiry	Ford Foundation Chairman's Fund	Head of S.A. History on-line P.O. Box 11420 Maroeland 0161	Cell: 082 459 1067 Email: omar@sahistory.org.za
31	BAKILANA, Dr. Anne	2000/03	Senior research Lecturer	Mellon Foundation	Young Professionals, Europe and Central Asia – Human Development World Bank, Washington, D.C	Email: abakilana@worldbank.org
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34	BARLOW, Roland	1990/91	Intern	Ford Foundation		
35	BARR, Mark	1975	Research Associate	Chairman's Fund		

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36	BARRY, Michael	1985/6	Photographer	Ford Foundation		
37	BEHARDIEN, Gadija	1983/5	Intern	Ford Foundation		
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45	BRAJTMAN, Searle	1982	Intern	Ford Foundation		
46	BRANTON, Heather	1997	Visiting doctoral candidate in sociology from University of Michigan	Own funding	Continuing doctoral programme	
47	BREY, Dilshaad	1986/90	Intern Librarian	Ford Foundation & various	Reference Librarian, Brand Van Zyl Law Library UCT	Tel: 021 650-5691 Fax: 021 689-7568 Email: dbrey@law.uct.ac.za
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49	BROMBERGER, Norman	1975/78	Returning Scholar Senior Researcher	Chairman's Fund	Assoc Prof of Economics, UKZN, Westville Campus,	Tel: 033 342 0209

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51	BROWN, Selwyn	1992/3	Intern		Ford Foundation		
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53	BUDLENDER, Debbie	1982 1984/5	Researcher Returning scholar		F.E.S & Carnegie	Specialist researcher, Community Agency for Social Enquiry, 20 Alfred Street, Observatory, Cape Town (and member of the Employment Conditions Commission)	Tel: 021 447 9852 Email: Debbie@mail.ngo.za
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59	CHENG, Yu-Chun	2002	Honours scholar in demography		Mellon Foundation	Graduated at the end of 2002	

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64	CLARKE, Dr. Duncan	1976,	Research Associate	Chairman's Fund	Emigrated from Zimbabwe to Switzerland	
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67	COLLINS, Anne	1987/90	Researcher	Misereor	Regional Secretary S.A Institute of Race Relations, 5 Long Street, Mowbray, Cape Town	Tel: 021 686 8565 Cell: 082 785 1675
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158	JANSEN, Pieter	1983/4	Intern	Ford Foundation		
159	JANUARY, Clifford	1984/6	Intern	Ford Foundation	C. January & Associates Attorneys Boyd Avenue, Athlone Cape Town	Tel: 021 697 1206
160	JASSIEM, Shahida	1987	Intern	Ford Foundation		
161	JAWOODIEN, Ekhsaan	1993	Intern	Ford Foundation	Researcher, Trade & Industry, Parliamentary Research Unit 90 Plein Str. Cape Town 8000	Tel: 021 403 8176 Email: ejawooddeen@parliament.gov.za
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370	SCOTT, Chris	1993	PSLSD consultant	World Bank	Deceased	
371	SEARLE, Cathy	1993/4	PSLSD assistant	World Bank		
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376	SESLISA, Ljubisa	1993/4	PDE Scholar	NORAD, FES, SIDA	Emigrated to Australia	
377	SETILOANE, Kelebogile	1987	Intern	Ford Foundation		
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379	SHAW, Anita	1982/84	Intern	Ford Foundation		
380	SHIELDS, Ghada	1997	Researcher	DfID		
381	SHOBA, L.	1986	Intern	Ford Foundation		
382	SIBISI, Thandi	1992/3	PDE Scholar	NORAD, FES, SIDA		
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384	SIBUYI, Mpande	1988/9	Intern	Ford Foundation		
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388	SILVERMAN, Bertha	1979/80	Intern	Chairman's Fund		
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