



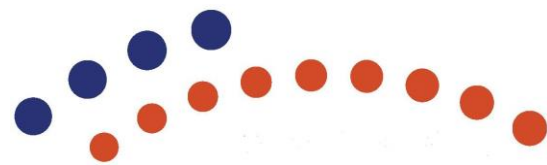
Academy of Science of South Africa (ASSAf) Annual Performance Plan for 2021/2022



science & innovation

Department:
Science and Innovation
REPUBLIC OF SOUTH AFRICA





Executive Authority Statement

The COVID-19 pandemic has required us all to emerge from our comfort zones and adjust to new scenarios as a consequence of the national lockdown phases we have been subjected to since March 2020. ASSAf, like other government departments, has had to contend with budget cuts while having to ensure delivery on its mandates, and was required to submit a revised Annual Performance Plan (APP) in July 2020. The ASSAf Secretariat, led by the Executive Officer, Prof Himla Soodyall, has engaged with Council throughout this period and has worked diligently to ensure smooth transitions of the operational activities to sustain the Academy. The ASSAf Council, which comprises highly accomplished Members of the Academy, invested unstintingly of their time and talents to enrich the governance and fiduciary aspects of the Academy. In addition, ASSAf's accomplishments are due to the voluntary participation of its Members in various activities, and we wish to acknowledge all those who have contributed generously of their time, thereby enabling us in achieving our objectives.

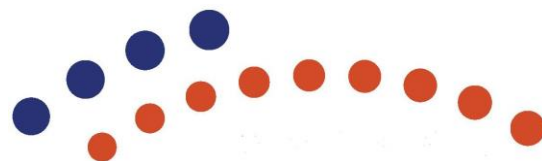
The ASSAf Management team has ensured transparency throughout the implementation of the current 2020/21 APP by engaging with staff, the ASSAf Human Resources Committee and the ASSAf Audit and Risk Committee. In addition, the internal and external auditing processes have ensured that ASSAf has proper risk management processes in place and adheres to compliance requirements in all aspects of its operational activities.

The 2021/22 APP has been appropriately modified based on performance trends evaluated by the Management team and is clearly in alignment with the 2020/21 – 2024/25 Five-year Strategic Plan (SP) which takes cognisance of national imperatives.

This 2021/22 APP is fully supported by Council and Council will ensure that the implementation of the operational activities runs smoothly despite the challenges faced both nationally and globally.

Prof Jonathan Jansen

President of the Academy of Science of South Africa (ASSAf)



Accounting Officer Statement

This 2021/22 APP builds on the operational activities outlined in the 2020/21 – 2024/25 SP which proposes to profile and improve on the ASSAf brand within the National System of Innovation (NSI) landscape by re-focusing its strategic objectives on outcomes, outputs and services which include: (1) Independent, authoritative, and influential scientific advice, (2) Science engagement, (3) Mobilising knowledge, (4) Facilitating partnerships, (5) Scholarship support, and (6) Supporting transformation. In year two of the SP, the 2021/22 APP will re-direct some of its original plans to support initiatives that respond to the COVID-19 pandemic through using evidence-based science for the benefit of society.

Using trends gleaned from the targets and indicators reported in the three quarterly reports covering the period 1 April – 31 December 2020, there is appreciable evidence to show that ASSAf, through the activities of its Members and its ongoing operational activities, is contributing significantly through the use of evidence-based science, technology and innovation in responding to the health and socio-economic challenges facing South Africa due to the COVID-19 pandemic. ASSAf will continue to address these challenges through the various activities proposed in the 2021/22 APP despite having to contend with financial challenges.

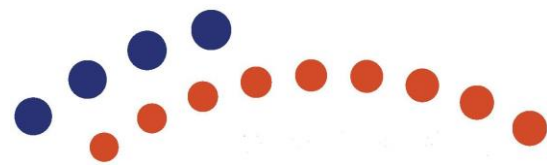
ASSAf is aware that while the COVID-19 pandemic is a health issue and has burdened the health system in the country, the unprecedented effects of the pandemic has exacerbated the socio-economic inequalities in the country. Going forward, ASSAf would like to undertake an integrated approach when addressing health and socio-economic issues in the country through collaborations among the different Standing Committee Members as well as the disciplinary experts among the ASSAf Members with support from the Secretariat.

Another area where ASSAf has identified a niche to advance a national priority is support for the “Just Transition” in promoting a low carbon emission agenda and a climate resilient economy which leaves no one behind. ASSAf will engage with multiple stakeholders representing communities, labour, government and business, among others, to formulate recommendations that could be built into implementation plans by the appropriate stakeholders. This is a long-term vision and ASSAf will use engagements through a Forum and other mechanisms to disseminate information around this topic.

These two broad thematic areas of focus will be supported through strategic engagement with national, regional and international partners and ensure contributions to objectives framed in the *White Paper for Science, Technology and Innovation* as well as the Medium-term Strategic Framework (MTSF) and Sustainable Development Goals (SDGs).

The Scholarly Publishing division within ASSAf produces two very important products, namely, the *South African Journal of Science* and the *Quest Magazine*. These contribute significantly in the dissemination of knowledge to target audiences of academics/scientists and learners, respectively. In addition, ASSAf supports many other products and services – like the SciELO SA platform, open science and the peer review of South African journals – that contribute to the advancement of science for public good.

ASSAf has a good track record in establishing and strengthening partnerships and engagements



with key stakeholders and organisations in the country, regionally and internationally. Its primary purpose is also to promote and recognise excellence and scholarly achievement, strengthening and enhancing international scientific linkages, and advancing engagement with key policymakers in government, including Parliament and relevant national scientific organisations.

ASSAf strongly promotes diversity – of people and ideologies – to grow the knowledge economy which in turn will contribute to capacity development. In sum, this APP collectively seeks to ensure a better future for the broader society and succeeding generations.

A handwritten signature in black ink, appearing to read 'H Soodyall', written in a cursive style.

Prof Himla Soodyall

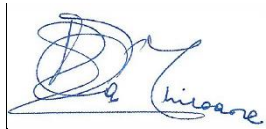

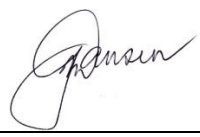

Executive Officer of the Academy of Science of South Africa



Official Sign-Off

It is hereby certified that this Annual Performance Plan:

- Was developed by the Management of the Academy of Science of South Africa under the guidance of the Council of the Academy of Science of South Africa.
- Takes into account all the relevant policies, legislation and other mandates for which the Academy of Science of South Africa is responsible.
- Accurately reflects the Impact, Outcomes and Outputs which the Academy of Science of South Africa will endeavour to achieve over the period 2021/22.

Morakeng Chiloane Financial Manager	
Himla Soodyall Executive Officer	
Jonathan Jansen President and Chair of Council	
Bonqinkosi Emmanuel Nzimande Minister of Higher Education, Science and Innovation	

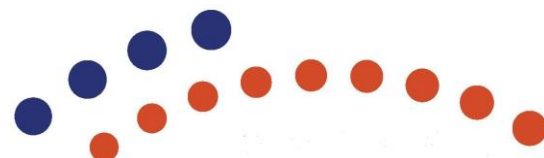
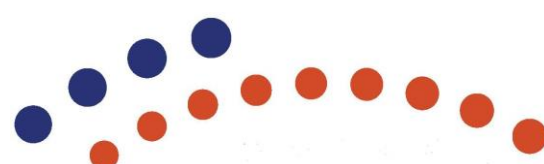
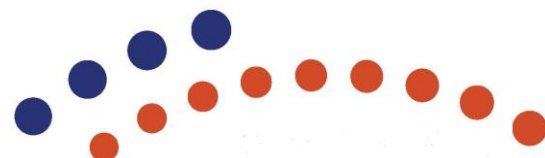


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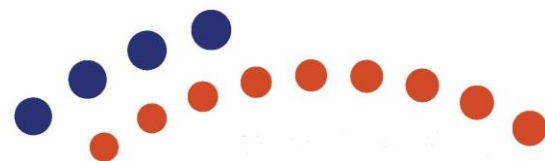


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Abbreviations & Acronyms

AAS	African Academy of Sciences
APP	Annual Performance Plan
ASSAf	Academy of Science of South Africa
AU	African Union
BRICS	Brazil, Russia, India, China, South Africa
COHORT	Committee of Heads of Organisations for Research and Technology
DHET	Department of Higher Education and Training
DSI	Department of Science and Innovation
GenderInSITE	Gender in Science, Innovation, Technology and Engineering
IAP	InterAcademy Partnership
ISC	International Science Council
ISC ROA	ISC Regional Office for Africa
IT	Information technology
MoU	Memorandum of understanding
MTEF	Medium-Term Expenditure Framework
MTSF	Medium-Term Strategic Framework
NACI	National Advisory Council on Innovation
NASAC	Network of African Science Academies
NDP	National Development Plan
NRF	National Research Foundation
NSI	National System of Innovation
OWSD	Organisation for Women in Science in the Developing World
PFMA	Public Finance Management Act
POPIA	Protection of Personal Information Act
SA	South Africa
SAAE	South African Academy of Engineering
SAASTA	South African Agency for Science and Technology Advancement



SADC	Southern African Development Community
SAJS	South African Journal of Science
SAYAS	South African Young Academy of
SciELO	Scientific Electronic Library Online
SciELO SA	Scientific Electronic Library Online – South Africa
STEM	Science, technology, engineering and mathematics
STI	Science, technology and innovation
STISA	Science, Technology and Innovation Strategy for Africa
TWAS	The World Academy of Sciences
TWAS-SAREP	TWAS Sub-Saharan Africa Regional Partner
UK	United Kingdom
WiSET	Women in Science, Engineering and Technology



Part A: Our Mandate

1. Updates to the relevant legislative and policy mandates

This 2021/22 Annual Performance Plan (APP) outlines ASSAf's operational activities for the second year of the 2020/21 – 2024/25 Strategic Plan (SP). ASSAf is governed by the following statutory and other requirements:

- Academy of Science of South Africa (ASSAf) Act (No 67 of 2001)
- Science and Technology Laws Amendment Act (No 16 of 2011)
- ASSAf constitution comprising a set of 14 Regulations

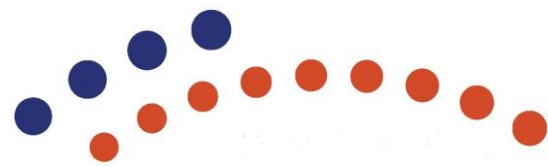
Additional policies that are considered when identifying strategic priorities of ASSAf are:

- Public Finance Management Act (PFMA) (No. 1 of 1999)
- National priorities outlined in the Medium-Term Strategic Framework (MTSF)
- *National Development Plan* (NDP) (2012)
- *White Paper on Science, Technology and Innovation* (2019)
- Regional Indicative Strategic Development Plan (RISDP)
- Protocol on Science, Technology and Innovation (2008)
- *Science Engagement Strategy* (2015)
- Agenda 2063
- *Science, Technology and Innovation Strategy for Africa 2024* (STISTA 2024)
- Sustainable Development Goals (SDGs)
- Protection of Personal Information Act (POPIA) (No. 4 of 2013)

2. Updates on Institutional Policies and Strategies

In responding to challenges imposed by the COVID-19 pandemic nationally, the different levels of restrictions imposed by the lockdown regulations required a revision of the ASSAf work from home policy. Going forward, ASSAf has adopted a blended model of working from home and working at the office premises. Office attendance is managed weekly using a roster to ensure that no more than 50% of staff report to the office on the same day. When at the office, staff are required to complete an attendance register and record temperature and health information as outlined in the health and safety standard operating procedures implemented during lockdown level-3. In addition, other safety procedures like physical distancing, washing of hands and wearing of masks are mandatory.

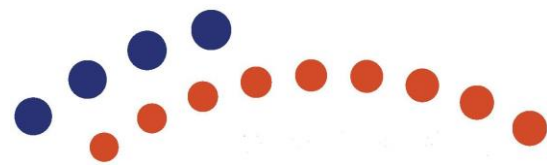
In the adjusted 2020/21 budget allocation, ASSAf's budget was cut by 10%. ASSAf mitigated against this deficit by cancelling all overseas and national travel and continues to engage virtually using appropriate technological tools to support its activities. In addition, ASSAf Council meetings, Presidential Roundtables and other lectures, the Annual General Meeting and Awards Ceremony were all accomplished virtually. We have judiciously restricted our expenditure items administered in the Administration and Governance Programme to fixed expenditure items (salaries, infrastructure, compliance related



expenses) and conservatively projected expenses for other consumable items. Most of the programme driven activities in the Science Advisory Programme and Liaison Programme are funded through contract funding. There is very little maneuverability for new activities unless they can be done virtually with no publication costs. Activities proposed for this 2021/22 APP will continue to adopt these mitigation strategies to remain sustainable.

3. Updates to Relevant Court Rulings

There were no court rulings during this period.



Part B: Our Strategic Focus

4. Situational analysis

The government's response in containing the spread of the COVID-19 pandemic, which was first reported in South Africa on 5 March 2020, led to the introduction of several regulatory interventions framed in accordance with the Disaster Management Act (2002) which came into effect in the form of lockdown regulations on 26 March 2020. The pandemic has placed a huge national burden on our health system with concomitant dire social and economic challenges.

As with other disasters, the main casualties are the poor. In addition, the different levels of lockdown have resulted in higher unemployment rates, closure of some businesses, and complex socio-economic challenges. Government's pledging of a R500 billion social relief and economic relief package to support various initiatives during this challenging period has led to budget adjustments across government departments and subsequently public entities.

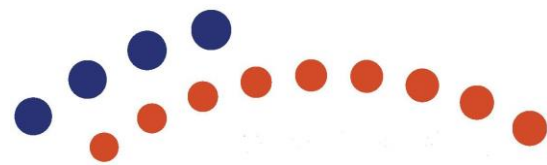
4.1. Updated situational analysis - overview

In the 2020/21 – 2024/25 SP, ASSAf proposed to operationalise its activities around six strategic objectives that are outcome and output driven. These are:

- Outcome 1 - Independent, authoritative, and influential scientific advice,
- Outcome 2 - Science engagement,
- Outcome 3 - Mobilising knowledge,
- Outcome 4 - Facilitating partnerships,
- Outcome 5 - Scholarship support, and
- Outcome 6 - Supporting transformation.

ASSAf's ongoing activities have been focus-driven to ensure expeditious attention to the COVID-19 pandemic through strategic scenario planning. We have taken advantage of the use of virtual means of engagement to advance the objectives planned in the 2020/21 APP. During these challenging times, when the country went into level-5 lockdown with a complete shutdown of all non-essential services, ASSAf drew on its strengths from its Membership of outstanding scientists from across the disciplines, to disseminate information on publications, interviews and the societal impact of contributions from Members who were playing an active and vital role in various governmental committees set up to advise government on effective ways of dealing with the pandemic, thereby advancing Outcomes 1-5 and being conscious of transformation (Outcome 6).

ASSAf advanced strategic partnerships within the SADC region as well as other African partnerships to focus on the effects of the pandemic in a regional African context. Through the exchange of scientific ideas and the sharing of support, the pandemic offers a strategic opportunity for bolstering regional cooperation in fighting the pandemic. ASSAf, through its valuable and productive partnerships with African scientists affiliated with Network of African Science Academies (NASAC), African Academy of Science (AAS), The World Academy of Science - Sub-Saharan Africa Regional Partner (TWAS-SAREP) and International Science Council



Regional Office for Africa (ISC ROA), continues to play a leading role in connecting scientists from across the African region to fortify a continental response to the pandemic in line with the vision of the African Union (Outcome 2).

There is an indispensable connection between science and public trust. In the face of a pandemic, with all the fear and uncertainty of a novel virus, the credibility of governmental authority depends more than usual on winning the trust of the public and there is no better way of maintaining that public trust than by speaking with one voice on the authority of evidence-based science and employing remedies in the pandemic that uphold the values of our Constitution.

This was and continues to be achieved through the activities outlined in Outcome 2 (Science engagement) and disseminated through established portals of communication described in Outcome 3 (Mobilising knowledge). ASSAf works closely with the Science Communication teams at the Department of Science and Innovation (DSI) and the National Research Foundation (NRF), the Human Sciences Research Council (HSRC), SA Medical Research Council (SAMRC), Department of Basic Education (DBE) and Department of Higher Education and Training (DHET), and other national, regional, and global partners to ensure collaboration for maximum benefit when advancing similar objectives [Outcome 4 (Facilitating partnerships)].

ASSAf commits to bringing together the multidisciplinary expertise of its Membership in driving the outcome-based activities in the ongoing service of supporting government in these challenging times. However, some of the original operational plans have had to be modified to compensate for restricted travel and in-person engagements during this period. In anticipation of these challenges, planned changes to the output, output indicators and targets were included in the revised APP submitted to the DSI in July 2020. However, ASSAf activities have surpassed the targets/indicators due to the commitment of staff and Members to engage virtually. Given these trends, we plan to modify the targets and indicators in this 2021/22 APP.

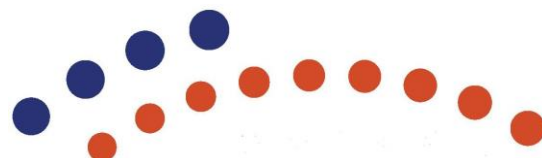
4.2. External environment

4.2.1 Policy environment

It is imperative that ASSAf, as a publicly funded and publicly mandated entity, orientates and marshals its capacity behind the project of addressing the most pertinent issues facing South Africa and the continent. While there are many issues that require attention, the COVID-19 pandemic has exacerbated the levels of poverty, unemployment and inequality in the country and these are major issues which the country has to address. This triple burden has been highlighted in previous academic and policy-related analyses, including the NDP and strategies of the DSI and other government departments. Poverty and inequality, as conditions which are both structural and ideological, require analyses and engagement and ASSAf, with its convening power, can bring together the most sophisticated transdisciplinary analyses at its disposal.

In the 2020/21 – 2024/25 SP, ASSAf positioned itself to advance three core national thematic priority areas:

- (a) advancing the objectives of the White Paper on STI and the Medium-Term Strategic Framework (MTSF) in support of the DSI mandate
- (b) promoting the advancement of evidence-based research related to national



- priorities, including the deliverables of the SDGs
- (c) science engagement and science communication

As will be seen in the ASSAf 2019/20 Annual Report and quarterly reports submitted for the 2020/21 financial year, ASSAf activities are contributing significantly to objectives outlined in Chapter 2 of the White Paper for STI (2019:15–20). These include, amongst others:

- transdisciplinary approaches in conducting evidence-based research/activities
- strengthening knowledge networks
- facilitating open science and open data and support for the African Open Science Policy initiative
- environmental sustainability
- ethical, legal, and social responsibility in science
- using STI and STEM education as drivers for change

ASSAf's strategic direction is centred around and is aligned to the key priorities set in the MTSF:

- **Priority 1:** Capable, Ethical and Developmental State;
- **Priority 2:** Economic Transformation and Job Creation;
- **Priority 3:** Education, Skills and Health;
- **Priority 4:** Consolidating the Social Wage through Reliable and Basic Services;
- **Priority 5:** Spatial Development, Human Settlements and Local Government;
- **Priority 6:** Social Cohesion and Safe Communities; and
- **Priority 7:** A Better Africa and World.

More specifically, ASSAf's approach would be to align its activities within the six MTSF outcomes as follows:

- be transformative in building and strengthening human capital development thereby contributing to the economic competitiveness of South Africa, which in turn, will create job opportunities for economic development (linked to **MTSF Priorities 1 & 2**)
- harness evidence-based studies to promote advancements in STEM education, health-related issues, environmental issues, societal issues, and ethics (linked to **MTSF Priority 2**)
- deliver effective science engagement and communication at all stakeholder levels to promote public understanding of science and the public's understanding of the value of science thereby also building on social cohesion (**MTSF Priority 5**)
- collaborate with other entities in advancing the District-Metro Coordination Model (**MTSF Priority 6**) especially in the DSI identified districts of Ekurhuleni, Zululand and Ugu and other area identified by the DSI. In fact, ASSAf has been requested to co-ordinate the activities of the entities on behalf of the DSI to advance this priority
- create a better Africa and World (**MTSF Priority 7**) through service to society in accordance with the mandate of the Academy

Ongoing activities outlined in this 2021/22 APP will build on the momentum of ASSAf activities that support the DSI outcomes outlined below:

- **Outcome 1** - A strong, transformed, inclusive, responsive and coherent NSI
- **Outcome 2** – Human capabilities and skills for the economy and for development
- **Outcome 3** – Increase knowledge generation and innovation outputs
- **Outcome 4** – Knowledge utilisation for economic development



- **Outcome 5** - Knowledge utilisation for inclusive development
- **Outcome 6** - Innovation in support of a capable and developmental state

Other national policies that ASSAf takes into consideration when executing its mandate are:

- **The National Research and Development Strategy (NRDS):** This strategy identifies human capital development and the need to transform the system through the upliftment of designated groups as essential and advocates for the pursuit of excellence on a global scale.
- **National Plan for Higher Education (NPHE):** The NPHE provides an implementation framework for realising the objectives of the White Paper on transforming the higher education system to meet the social and economic development needs of the country.
- **Human Resource Development Strategy (HRDS):** The HRDS recognises the need to implement a systematic strategy for human resources development to address the disparities in wealth and poverty through the institutionalisation of human resource development planning and implementation.
- **Ten-Year Innovation Plan (TYIP):** Although still being finalised, the primary objective of the plan is to drive South Africa's society towards a knowledge economy by using science, technology, and innovation to enhance economic growth and socio-economic development.
- **DSI Science Engagement Framework:** This framework provides an overarching strategic context to advance science engagement in South Africa. It is intended to encourage and improve the coordination of science promotion, communication, and engagement activities across all the DSI public entities, universities with government departments and science councils, museums and partners outside the public sector.
- **Science, Technology and Innovation Strategy for Africa (STISA):** This AU strategy aims to achieve continental growth, sustainable development and social integration by drawing upon the potential of African people, especially women and youth, in its delivery.

ASSAf remains focused on harnessing the human capital within the ASSAf Membership to contribute to rebuilding the country following the impact of COVID-19 pandemic.

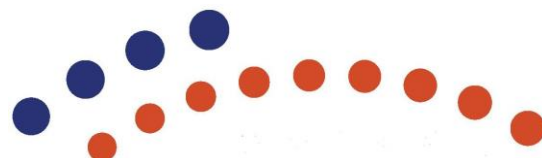
4.2.2 Influential voice

ASSAf aims to be profoundly influential in setting the science agenda and in being a trusted, independent advisor on scientific matters. By leveraging its intellectual capital and its convening power and by tapping into its international networks, ASSAf can help to inform the national priorities of the government. ASSAf's broad mandate enables it to respond to new opportunities and requests for support in areas of global and national interest.

4.2.3 Constraints in performance delivery

It must be noted that ASSAf has experienced a few fundamental challenges in its performance delivery related to external factors:

- **The deteriorating financial climate in South Africa:** This has reduced the funding available for government services and research expenditure. During this period of financial constraint, ASSAf is continuously investigating cost reduction and fundraising



options. Innovation and efficiency in how work is conducted will, therefore, be essential in this regard. ASSAf will focus on where it adds value by setting sharply defined priorities which integrate all activities and collaborating and co-investing with a range of partners to maximise the value of its investment.

- **Budget adjustments:** ASSAf has already been subjected to two budgetary adjustments in the current financial year in an already deteriorating financial environment. ASSAf has mitigated these constraints to sustain itself by implementing a blended model of working from home and from the office, which has allowed office space to be relinquished to contain rental and utility costs, and by conducting virtual engagements instead of face-to-face engagements, which has cut out travel, hospitality and other expenses usually incurred for meetings, conferences, lectures, etc.
- **The challenge of securing the involvement of high-profile scientists:** ASSAf has struggled, in some instances, to solicit the participation of some of its Members given their time constraints around their demanding work priorities. Better engagement around the role of Membership in supporting ASSAf's activities will be prioritised. Virtual roadshows are planned by region to enhance Membership engagement in ASSAf activities.

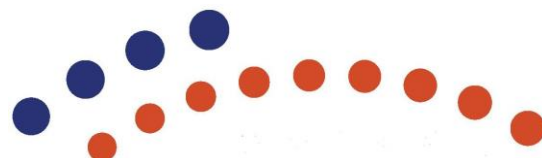
4.3. Internal environment

4.3.1 Organisational environment

Council: The 2020 - 2024 membership of Council was constituted on 14 October 2020 with four new Council Members appointed to replace those Members whose term had come to an end. The present Council of 12 Members consists of Prof Jonathan Jansen (President, second term); Prof Stephanie Burton (Vice-President); Prof Sabiha Essack (Vice-President and General Secretary); Prof Eugene Cloete (Treasurer); Prof Wim de Villiers; Prof Norman Duncan; Prof Irvy (Igle) Gledhill; Prof Evance Kalula; Prof Julian May; Prof Christian Pirk; Prof Mary Scholes; Prof Refilwe Phaswana-Mafuya; Prof Stella Nkomo (Advisor); and Prof Thokozani Majozi (Advisor). The Minister is still to appoint a NACI representative on Council.

Secretariat: As of October 2020, ASSAf Council and Members are supported by 31 individuals led by Prof Himla Soodyall as the Executive Officer. There have been three resignations to date in this financial year cycle, and, given austerity measures, there will be no replacements in these positions. To accommodate changes in the staff complement due to a retirement and resignations in the past year, ASSAf Management implemented a few organisational changes to optimise support for the outcome-based operational plan by delegating additional responsibilities to existing staff members. These changes were discussed and approved by the Human Resources Committee, the Audit and Risk Committee and the Council.

Amended rental agreement: ASSAf is currently accommodated in rented premises in Persequor Park, Lynnwood, Pretoria. With the blended model of work from home and working at the office, ASSAf Management have reassessed their space requirements and engaged Eris Properties to reduce the rental space by 211.39 m² (28.95%) as part of the strategic changes to save costs due to budget cuts as well as in anticipation of 'the new normal' in which remote work will become more prevalent. The revised lease agreement has been accepted and has been implemented from 1 January 2021, on a one-year lease agreement.



ISC ROA: ASSAf has been the host organisation of ISC ROA since May 2015, for a period originally planned for five years. Given plans introduced by the ISC to close its regional offices and to introduce 'branches' instead, ASSAf's hosting role of ISC ROA will cease on 31 March 2021. This affects five individuals affiliated with ISC ROA.

TWAS-SAREP: ASSAf will continue to host TWAS-SAREP to strengthen cooperation within Africa.

OWSD and GenderInSITE: The Academy has hosted the Organisation for Women in Science in the Developing World (OWSD) South Africa National Chapter since 2009. In 2014, ASSAf was successful in its bid to host the regional focal point for southern Africa. In 2019, in response to the expanded scope of its activities, the regional focal point was extended to the whole of Africa. ASSAf was not considered for the hosting of the WISSET National Chapter by the DSI and the funding from GenderInSITE ended in December 2020. ASSAf will therefore not be able to continue hosting the OWSD National Chapter after March 2021 as the funding stream for this activity would have ceased. The budget cuts in ASSAf's baseline funding pose a challenge in the continued support of these collaborations. ASSAf is, however, willing to continue with this should funding be available.

South African Young Academy of Science (SAYAS): ASSAf supported the founding of the SAYAS and continues to provide secretariat assistance and funding to support their activities. Where possible, ASSAf ensures collaboration with SAYAS and includes their Members in Working Groups and Standing Committees.

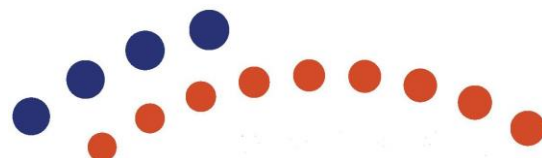
South African Academy of Engineering (SAAE): Office space and support services are provided to the SAAE at no cost.

4.3.2 Performance environment

In the 2020/21 – 2024/25 SP, ASSAf critically reviewed its performance using a SWOT (strengths, weaknesses, opportunities, threats) analysis. We have addressed one of the weaknesses - increasing membership engagement and inclusivity by introducing some focused activities [see point (a) below]. ASSAf's strength is its human capital in the form of its Membership who bring a wealth of expertise from various scientific disciplines. With support from the Secretariat and leadership from the ASSAf Council, ASSAf seized the opportunities of working virtually given the lockdown restrictions imposed by the government to ensure delivery of its activities. In addition, ASSAf has become more focused in driving its evidence-based activities on issues of national and global relevance [see points (b) - (d) below].

(a) Increasing Membership engagement

- The Executive Officer hosted a webinar in August 2020 to promote women in science. This initiative was well received and promoted contacts for collaboration. Participants reported that they enjoyed hearing and were inspired by the stories and shared experiences of others.
- ASSAf has planned virtual roadshows at Historically Disadvantaged Institutions and at universities that currently are underrepresented in ASSAf Membership to promote awareness of ASSAf and activities conducted by ASSAf.
- ASSAf has a focused drive to involve women in science across disciplines in various ASSAf Committees and activities.



(b) *Becoming more focused on objective and trustworthy evidence-based research addressing national and global priorities using the unique status of the Academy*

- Currently the country is faced with many challenges and all sectors need to work collaboratively to contribute towards building all sectors of the socio-economic agenda.
- ASSAf's Standing Committees on "Health, Biosafety and Biosecurity", "Science for the Reduction of Poverty and Inequality" and "Scholarly Publishing" are engaging within and between themselves to formulate ideas for studies to contribute in a significant way.
- ASSAf will initiate a long-term project to promote activities linked with the "Just Transition", an initiative that will look at alternative approaches for energy sources and issues related to climate change and its effects on society.
- ASSAf, in collaboration with the Royal Society, is contributing to advancing issues relating to climate change, such as health, food security, and carbon levels.
- ASSAf Members contributed to the Science 20 Foresight agenda hosted by Saudi Arabia.
- ASSAf has hosted several webinars on topical issues linked with the COVID-19 pandemic.
- Collaboration within Africa with Member States within the SADC region and other academies affiliated with NASAC has been extended.

(c) *Harnessing advocacy strategies on behalf of scientists and raising the profile of science in policymaking*

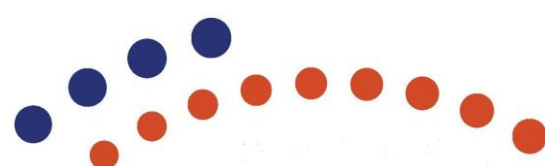
- ASSAf has taken the lead in engaging with scientists and other stakeholders to promote the submission of a single code of conduct for research with respect to the Protection of Personal Information Act (POPIA).
- ASSAf continues to advance open science activities for the public good.

(d) *Creating an enabling working environment*

- ASSAf Management are aware of challenges faced by staff as a result of lockdown regulations and supported the work from home policy. With the blended model of working from home and at the office, following due process, staff have the flexibility to choose the option that best suits them, provided that their ASSAf responsibilities are prioritised.
- ASSAf has been supportive of staff who have dependents to care for during the lockdown restrictions and has tried to accommodate flexible working hours so that they may attend to family responsibilities.
- Staff have embraced the new SP and outcome-based approach of demonstrating relevance of activities to the SP and APP.
- Staff have access to a wellness programme to seek support if they encounter any challenges within their personal and work environments.
- The Executive Officer fully supports and promotes collegial engagements among staff and between staff and Management.

4.3.3 Demographic profile of Membership

ASSAf is built around its people, and its strength lies in the diversity (race, gender, discipline, geographic distribution) and academic excellence (distinguished international scholars) of its



Membership who contribute to the knowledge economy and skills development in the country and is supported by a dynamic Council and motivated Secretariat.

The Membership total stands at 599 following the election of new Members and after the deaths of Members in 2020. There has been an appreciable increase in the election of women and black academics into the Academy in the past five years (Table 1).

Table 1: ASSAf Membership by gender and race in the past five years

New ASSAf Members by Gender				New ASSAf Members by Race			
	Year	New/Total [Male]	New/Total [Female]		Year	New/Total [Black]	New/Total [White]
1	2016 (506)	29/382 (75.5%)	9/124 (24.5%)	1	2016 (506)	15/148 (29%)	23/358 (71%)
2	2017 (541)	24/401 (74%)	17/140 (26%)	2	2017 (541)	18/163 (30%)	23/378 (70%)
3	2018 (557)	12/410 (74%)	8/147 (26%)	3	2018 (557)	8/170 (30%)	12/387 (70%)
4	2019 (573)	15/418 (73%)	8/155 (27%)	4	2019 (573)	10/179 (31%)	13/394 (69%)
5	2020 (599)*	20*/431 (72% of total membership)	14/168 (28% of total membership)	5	2020 (599)*	16*/199 (33% of total membership)	18*/400 (67% of total membership)
TOTAL		100	56	TOTAL		67	89

**Includes the election of three Honorary Foreign Associates as per Regulation 11*

Membership is drawn from multiple disciplines (Fig.1). There is an uneven distribution of Members at institutions across the country with very few Members at historically disadvantaged universities (Fig. 2). Moreover, some disciplines are not well represented among the Membership (Fig.1).

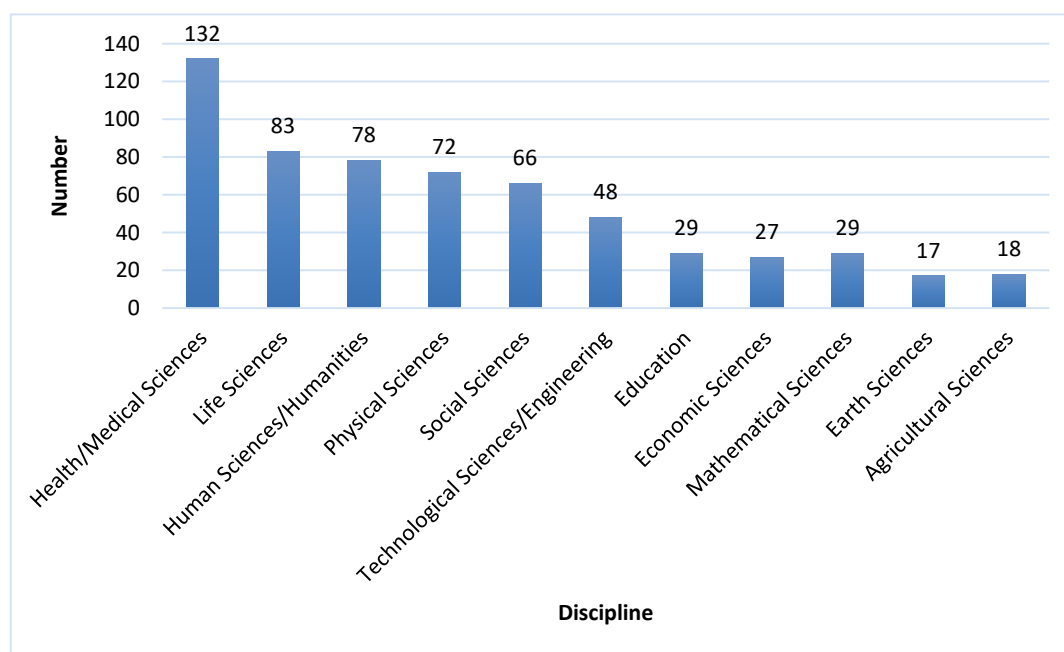


Figure 1: ASSAf Membership by discipline (January 2021)

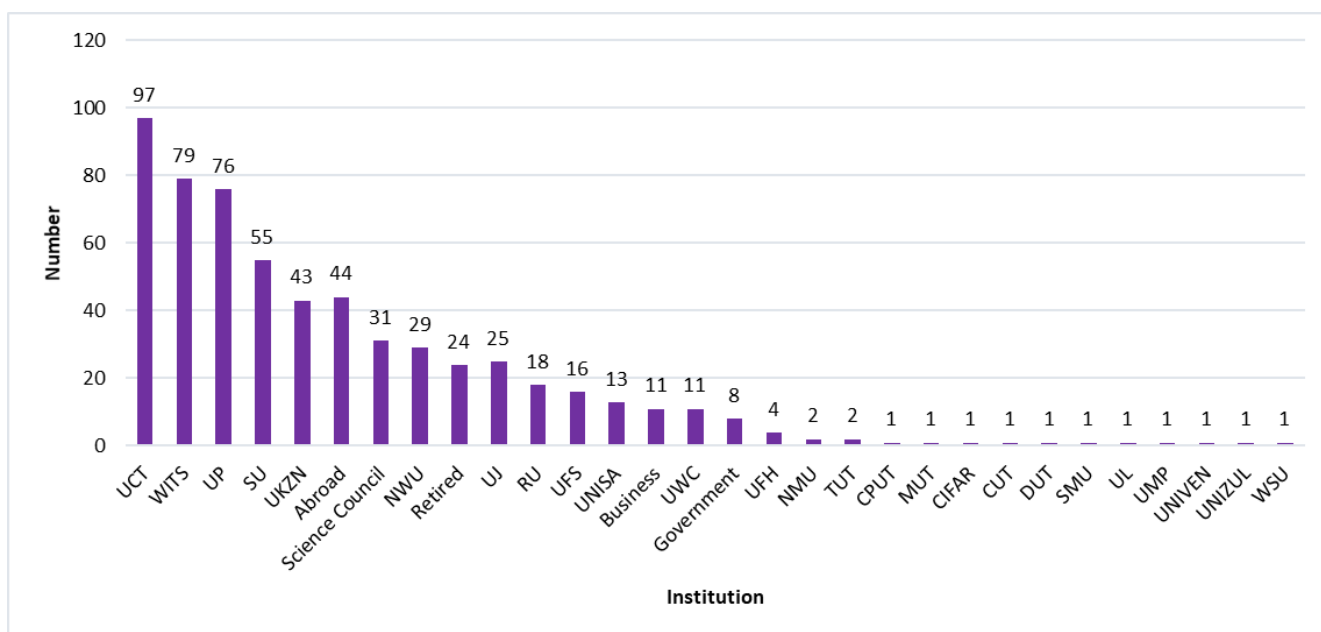
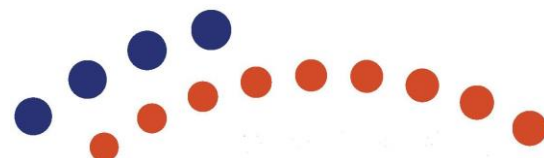


Figure 2: ASSAf Membership by institution (January 2021)

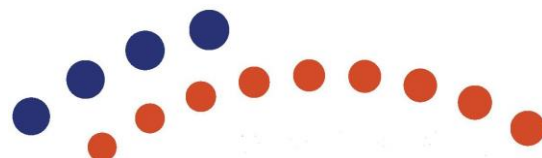
4.3.4 Transformation related to demographics of Membership

Transformation of the ASSAf Membership has continuously been discussed within the ASSAf Council and the DSI. In accordance with the ASSAf Act, new Members are **elected** every year by existing Members based on two main criteria, namely, academic excellence and contribution to society. Given the historically skewed demographics of the existing Membership regarding race, gender, institutional affiliation and discipline, it is inevitable that this skewness would prevail into the present. However, ASSAf will continue in its efforts to improve on its strategies to improve transformation of the Academy.

4.3.5 Gender dimension in science

The gender dimension of STI has become an increasingly important topic worldwide. Thus far, ASSAf has advanced gender issues through the following activities:

- International Development Research Centre project on Eliminating Barriers to Women's Participation in Science: A Study of the African Research Universities Alliance.
- GenderInSITE Africa Regional Focal Point to host webinars on 'Supporting Pathways to Success for African Women Scientists' in October and November 2020.
- The OWSD SA Membership has increased from 350 Members at the end of June 2020 to 361 Members in October 2020.
- OWSD SA Members celebrated Women's Day by designing a poster which was shared via the OWSD SA Facebook page on 10 August 2020.
- ASSAf Secretariat celebrated Women's Month by designing a poster of participating staff's contributing statements and profile pictures which was shared via the ASSAf Facebook page as well as internally on 12 August 2020.
- The 2nd UP Women in Science Symposium was hosted by the Vice-Chancellor and Principal of UP, Prof Tawana Kupe, on 19 August 2020. Prof Himla Soodyall participated as one of



the speakers of the event addressing matters around the work of ASSAf and advancing women in science.

- SAWISA Webinar Series: OWSD SA started engaging with the DSI regarding potential support for activities. In this regard, the DSI has partnered with ASSAf – specifically the OWSD South Africa National Chapter hosted by the Academy, Black Women in Science (BWIS) and Nka'Thuto EduPropeller to jointly host a webinar series from August to November 2020. The series will celebrate women's achievements in science, research and innovation; invite previous SAWISA award winners to share where they are now ("Bakae") in their research work; and engage with specific topics regarding the participation and experiences of women in science, research and innovation. The following two webinars were hosted virtually on 26 August 2020 and 23 September 2020, respectively: "Covid-19 and its implications on women" and "Modern mentoring in focus: supporting women's science careers".
- Establishment of the ASSAf / OWSD / HSRC / NRF Transformation working group to promote transformation initiatives at all levels of operations through collaboration.
- ASSAf was invited by the Department of Environmental Affairs (DEA) to present at the Gender mainstreaming workshop under the CBIT project of South Africa held virtually on 28 August 2020. The work of ASSAf, OWSD SA and GenderInSITE Africa Regional Focal point was shared as a learning experience.

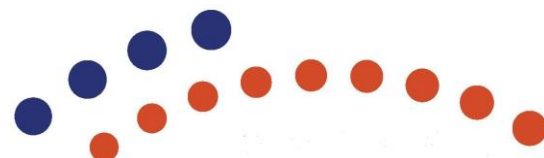
4.3.6 Advancement of early-career scientists

ASSAf provides secretariat support for SAYAS which is linked to the Global Young Academy. ASSAf promotes the recognition of promising young scientists, through partnerships with national and international organisations such as Lindau Nobel Laureate Meetings, TWAS, IAP and OWSD. Thus far, ASSAf, in partnership with SAYAS, has contributed to the following activities:

- Webinar on "COVID-19 and its Impact on Knowledge Production and Research in Africa" (July 2020)
- Webinar on "What Science will look like after COVID-19? COVID-19 and its Impact on Knowledge Production and Research in Africa" (July 2020)
- Webinar on "Conversations with Women Scientists in the Forefront against COVID-19" in celebration of Women's Month (August 2020)
- A publication on the narratives of the alumni who have attended the Lindau Nobel Laureate meetings in Germany
- SADC National Young Academies Webinar on the "Dissemination of Policy Briefs on Non-Pharmaceutical Interventions on Covid-19"
- Inauguration of ten new SAYAS Members (14 October 2020)
- 5th BRICS Young Scientists Forum 2020, hosted virtually at South Ural State University in Russia (21-25 September 2020). DSI and ASSAf were represented by 17 Young Scientists.

4.3.7 Evidence-based studies and science advice

The Academy's niche in the science advisory space has a proven track record. Its strength lies in long-term, in-depth, evidence-based studies known in academy parlance as consensus studies. Consensus studies are executed by a panel of volunteer members selected for their knowledge and excellence in the field, their willingness to serve in a volunteer capacity, with due consideration given to demographic diversity. Consensus studies are a unique academy methodology, providing a multi-perspective, evidence-based view on a particular topic.



Findings and recommendations are synthesised and published in a peer-reviewed report that is made available in the public domain.

Programme Officers work closely with members of Standing Committees [Health and Related Sciences; Biosafety and Biosecurity; Humanities; STEM Education; Science for the Reduction of Poverty and Inequality; and Scholarly Publishing in South Africa]. Standing Committee Members help with the identification of key topics that ought to be pursued at ASSAf and with the engagement of other ASSAf Members to contribute to studies.

There are several ongoing consensus studies that are being managed by Programme Officers (Table 2):

Table 2: Ongoing consensus studies

Start date	Consensus study
June 2015	Provider Core Competencies for Improved Mental Health Care of the Nation
July 2017	Second Biennial Report on the State of Climate Change Science and Technology in South Africa
February 2018	Report on Grouped Peer Review on Scholarly Journals in Maths and Science
February 2018	Report on Grouped Peer Review on Scholarly Journals in History, Philosophy and Politics
July 2018	Root Causes of Low Vaccination Coverage and Under-immunisation in sub-Saharan Africa
May 2019	Evaluation of Alternative Telecommunication Technologies for the Karoo Central Astronomy Advantage Area
May 2019	The Challenges of Good Governance and Management in the South African Health System
May 2019	Ethical, Legal, and Social Issues Related to Gene Therapy: A South African Perspective
June 2019	The State of Laboratory Biosafety and Biosecurity in the SADC Region
November 2019	Report on Grouped Peer Review on Scholarly Journals in Economics and Business Management

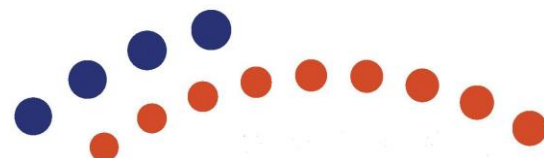
4.3.8 Science diplomacy

The Academy advocates for scientists to engage actively in science diplomacy and for diplomats to work closely with scientists for the greater good of society.

Engagement with the Portfolio Committees, parliamentary researchers, special groups within Parliament, such as youth and women among others, facilitates inputs into the decision-making process in the country (science advice) and when dealing at bilateral and multilateral levels (science diplomacy). ASSAf investigates topical issues of public policy through its Members and Committees of scientific experts. The evidence-based scientific reports, consensus studies and statements should reach Parliament, which is the highest law-making statutory body.

4.3.9 Science engagement and science communication

Science engagement is a broad term encompassing science communication and public awareness of science. The science engagement activities of ASSAf are in alignment with the



DSI Science Engagement Strategy (2015) and are associated with all ASSAf's strategic goals. ASSAf's diverse activities find new relevance when framed within the context of science engagement and present an opportunity for ASSAf to mark its global footprint in profiling, popularising and promoting science.

The following publications in this financial year have been released thus far and appear on the webpage (Table 3).

Table 3: Summary of ASSAf publications hosted on the ASSAf repository/website

Date	Statements (click on title to access document)
6 June 2020	<u>Commonwealth academies statement on climate change, biodiversity and sustainable energy</u>
9 June 2020	<u>ASSAf statement on Natrass article</u>
2 July 2020	<u>The unanticipated costs of COVID-19 to South Africa's quadruple disease burden</u>
Date	Consensus Studies (click on title to access document)
June 2020	Report on Grouped <u>Peer Review of Scholarly Journals in Education</u>
Date	Proceedings Reports (click on title to access document)
May 2020	<u>Annual Young Scientist Conference 2019: Migration, Displacement and Mobility in Africa: Complex Issues in Current Times</u>
September 2020	<u>Social, Psychological and Health Impact of Coronavirus Disease (Covid-19) on the Elderly: South African and Italian Perspectives</u>

4.3.10 Strategic partnerships and internationalisation

ASSAf actively collaborates with several national, regional and international networks:

- **National:** ASSAf's strategic national partners include organisations in the NSI, particularly science councils and industry. The Academy also needs to improve its partnerships with Parliament, civil society and business, which were more recently initiated.
- **Regional (SADC and Pan African):** A significant portion of ASSAf's international liaison work is focused on African cooperation. It includes building and maintaining relationships with African academies of science undertaking collaborative initiatives and supporting NASAC. ASSAf Members have served on the executive board of NASAC since NASAC's inception. ASSAf has partnered with ISC ROA to develop the African Scientists Directory, funded by the DSI. This directory was launched as part of DSI Africa Day celebrations on 25 May 2020. Colloquia are organised to see how scientists from other African countries who work in South Africa are contributing to the country and vice versa. Cooperation within Africa is implemented under NASAC's Strategic Plan and aims, inter alia, to develop and strengthen science academies in Africa and to support initiatives of the AU. TWAS and ISC are other strategic partners of ASSAf and ASSAf hosts the TWAS- SAREP and ISCROA.



In Africa, ASSAf has MoUs with academies in Benin, Mauritius, Nigeria, Uganda and Senegal and partners with these and other academies on both a bilateral and multilateral level. ASSAf has invested in partnerships within the SADC Science Desk as well as with the Pan African Parliament Committee on Science and Technology.

- **International:** The international linkages bring opportunities ranging from funding of project-related activities (e.g., IAP), promotion of young scientists (TWAS), and capacity development of academies in NASAC, to participation in global and continental policy advisory activities. Strategic partners of ASSAf include the IAP, and ASSAf has, through this body, made input into various policies and statements of global impact.

ASSAf plays a role in engagements with key strategic partners such as the World Science Forum, the BRICS academies of science, the European Union (EU), United Nations Educational, Scientific and Cultural Organisation (UNESCO), and the World Health Organization (WHO), among others. ASSAf also participates actively in the G20 countries grouping of academies, which is called Science 20 (S20).

ASSAf has MOUs with Leopoldina (the Germany National Academy of Science), Russia, Belarus, China, India, Austria, and the Netherlands. The most active MOU is with Leopoldina and ASSAf intends to model that for other MoUs going forward.

4.3.11 Scholarly publishing

ASSAf promotes open access and open science nationally and globally. ASSAf is a leader in open science in South Africa and has been actively collaborating with the DSI in this regard.

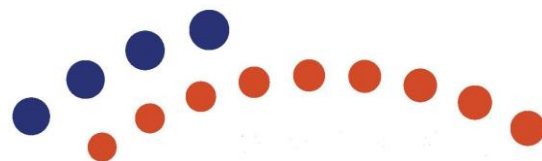
ASSAf is currently represented on the Open Science Policy Advisory Board of the DSI, and an ASSAf Member is serving on the Working Group which has the responsibility of drafting the Open Science Policy for South Africa.

The use of personal information for research in South Africa is regulated by the National Health Act (No. 61 of 2003) and its 2012 regulations, the Department of Health's *Ethics in Health Research: Principles, Processes and Structures* guidelines and the Promotion of Access to Information Act (PAIA) (No. 2 of 2000). This regulation changed with the coming into force of the Protection of Personal Information Act (POPIA) (No. 4 of 2013) on 1 July 2020. All public and private bodies that process personal information have until 1 July 2021 to ensure that they are compliant with the law. This Act has the potential to stifle open science and innovation in South Africa and the free flow of research information. Chapter 7 of POPIA makes provision for the development of codes of conduct and ASSAf considers it essential to develop a POPIA Code of Conduct for Research to ensure certainty, transparency and clarity in the use of personal information for research.

ASSAf flagship products:

(a) South African Journal of Science

The SAJS is one of South Africa's flagship journals and plays a significant role in science communication and outreach efforts. It increasingly serves as a channel for the publication of policy-directed research reports from local teams, developing a further mode of 'science or evidence-based advice' through ASSAf. The SAJS is a bimonthly, multidisciplinary journal that was first published in 1905, and has been published by ASSAf since 2002. It became an open-



access publication in 2009, and since then its online presence and visibility have increased. Full issues have been published in digital, mobile-friendly format since 2014 and are distributed electronically to almost 15 000 recipients.

The Editorial Advisory Board of the *SAJS* was recently expanded to include additional national as well as international scholars to further promote the visibility and impact of South African and African research. The journal continues to serve as a vehicle for the promotion of science for the benefit of the academic community as well as the general public and policymakers.

(b) Quest

Quest is a popular magazine that has been published quarterly by ASSAf since 2005. *Quest*'s target audience is Grade 9 - 12 learners and undergraduate students who have an interest in STEM. *Quest* is now produced electronically with a more targeted distribution strategy.

Quest has been promoted at SAASTA/DSI events; in DSI Science engagements; during National Science Week and other activities.

(c) SciELO

The SciELO SA open access platform has increasingly improved the visibility, accessibility and searchability of South African research outputs. Since its inception in 2009, there have been almost 22 million views of SciELO SA texts via the SciELO SA platform. Of these, nearly 22 million views, 6 million views (29%) were in 2019 alone. When measured over the last ten years, most users are from South Africa (38%), followed by the United States (12%). The largest regional user of the platform is Africa (50%), followed by the Americas and Asia (both $\pm 17\%$ each) and Europe 12%. By January 2020, 78 journals had been added to the platform.

(d) Khulisa Journals

An online journal management system utilising Public Knowledge Project (PKP) Open Journal Systems (OJS) software was piloted between 2015 and 2017. In 2018 it became fully operational and service level agreements were entered into between ASSAf and five SciELO SA indexed scholarly journals which were experiencing challenges to continue on their own. Currently ten DHET accredited SciELO SA indexed journals are hosted on Khulisa Journals.

(e) African Scientists Directory (ASD)

ASD is a database consisting of profiles of eminent scientists on the African continent. It was developed early in 2020 and became operational at the beginning of May 2020. This directory was launched on Africa Day (25 May 2020) as part of the DSI programme. ASD seeks to provide relevant information on African experts in the natural and social sciences, humanities, engineering and mathematics. It is envisaged that this directory will: (i) facilitate the free flow of scientists and scientific knowledge across the borders; and promote the participation of African scientists in activities of the ISC family; (ii) ensure efficient information transfer from the ISC and its family members to the scientific community in Africa; and the collection and dissemination of any valuable scientific information for Africa; and (iii) promote and facilitate the formation of scientific societies and academies within the continent as well as sub-regional partnerships on the continent. The directory will also promote and facilitate capacity building in Africa, including support for postgraduate training programmes for early-career scientists. The directory is further



used to disseminate science-related calls to African scientists, e.g., for scholarships, study opportunities, and more.

Other services:

(a) International representation

ASSAf is represented on the following international initiatives: Directory of Open Access Journals (DOAJ) Ambassador for Southern Africa, ROR Steering Group (Research Organisation Registry), Curtin University Coalition of Open Knowledge Institutions, SPARC International Advisory Committee, IAP Predatory Journals (Co- chair); and the IAP Open Science Working Group which contributed to the UNESCO recommendations on open science (available at: <https://en.unesco.org/science-sustainable-future/open-science/recommendation>). The preliminary report on the first draft of the Recommendations on Open Science is available at: <https://unesdoc.unesco.org/ark:/48223/pf0000374409>.

(b) Journal accreditation

ASSAf assesses the performance and quality of all DHET-accredited journals through journal peer reviews. By 2021, the current peer review cycle of all DHET-accredited journals will be complete, and 301 journals would have been reviewed.

Both the SciELO SA platform and the journal peer review panel evaluations have been operational for the past 11 years. In going forward, the peer review process of evaluating journal quality, as well as the continued use of the SciELO software will be reviewed. As indicated in the ASSAf report *Twelve Years of Scholarly Publishing in South Africa*, the NSI is facing many challenges in terms of quality research output, i.e., predatory publishing, unethical publishing practices and low-quality local journals. The adaptation of the peer review process in assessing quality, feeding the SciELO SA platform, and advising the DHET on the accreditation of journals will be reviewed in order to add more value to the system and address new challenges and needs to ensure quality research outputs in South Africa. Minimum requirements for the ideal platform software, as well as other requirements for new processes will be identified. Potential platforms will be measured against these criteria to enable an objective evaluation and processes will be adjusted to address challenges in the research output system and to advise the DHET appropriately.

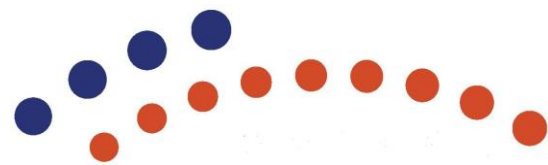
ASSAf has been requested to serve on the National Quality Framework of Research Output Advisory Committee of DHET. In line with this newly envisaged role for ASSAf and the newly proposed Quality Framework, ASSAf will be best placed to review its operations in line with both ASSAf's and DHET's strategic plan.

4.4 Planned activities for 2021/2

In addition to information provided later in Table 6, this section provides details related to activities that ASSAf will prioritise in this 2021/2 APP. Additional details of how these align with the ASSAf outcomes, the DSI outcomes and the MTSF priorities are summarised in Table 6.

4.4.1 Just Transition

There are several activities linked to a transition away from a coal-dominated energy economy



and to a lower-emissions development pathway. Much of the transition is focused on the energy sector, shifting from a historically high-emissions, capital-intensive and low-employment energy development to inclusive, employment-intensive and low-emissions pathways. Such a transition, that has been referred to as a “Just Transition”, needs to leave no one behind, and particularly needs to address those most affected, which in South Africa means communities and workers dependent on coal.

In this context ASSAf can add significant value by providing a neutral space for inter- and trans-disciplinary discourse on the just transition, which may catalyse further research. ASSAf's plans to get involved through hosting a “Forum for a Just Transition” thereby contributing to a national process for a just transition to a low carbon and climate resilient economy, which leaves no one behind. A just transition is essential to our contribution to achieving the goals of the Paris Agreement on climate change and the Sustainable Development Goals. It aims to be an outcomes-based project of the Academy, giving due consideration to ethical issues while engaging flexibly through multiple modalities.

The Forum will support ASSAf in its role with respect to policy advice to communities, labour, government, and business stakeholders as follows:

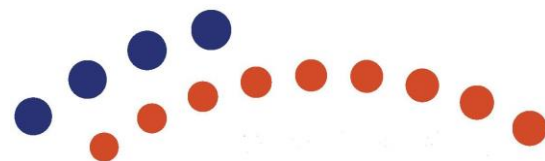
- In the short-term the Forum will consider the contribution of the Academy to the national process of the just transition.
- In the medium-term, the Forum will build its membership and engagement with society, through inclusion of non-academic members and activities (e.g., workshops, seminars).
- In the long-term, the Forum will aim to establish ASSAf as the leading forum for research and reflection on South Africa's just transition and ultimately forging innovative partnerships between relevant stakeholders.

4.4.2 Addressing poverty and inequality in South Africa

Although we are being governed by the sixth Administration post-apartheid, and despite all the efforts of government to build the nation, the impact of the social and economic inequality in South Africa has been widened and exposed the State in its lack of capacity to withstand the COVID-19 pandemic.

ASSAf will address these challenges as follows:

- Extended and in-depth collaboration with structures in local governance to co-develop a tool that would be of service to entities such as SALGA. ASSAf is drafting a policy maker's booklet (guide) on how to manage multiple forms of different crises (such as poverty, inequality, climate change and pandemics), and co-developing with partners such as SALGA would ensure the output is useful, and that it has relevance and impact.
- Webinars and where possible co-hosted, in conjunction with university affiliated and other relevant stakeholders, from March 2021 into the 2021/2 financial year.
- Collaboration between the different Standing Committees to facilitate interdisciplinary engagement to explore ways in which issues related to, e.g., human settlements, water and sanitation, agriculture and food security, unemployment, education and skills, particularly for young people, as well as social welfare policies, safety, and security etc., can be



addressed to contribute to an improved society.

The following topics have been proposed by the Health Standing Committee for collaboration with other Standing Committees, ASSAf Members, and other scientists:

- The role of (health) research in strengthening the democratic South Africa
- Rebuilding the trust in health science.
- Health and economic issues.
- Role of environmental exposures in the epidemic of chronic diseases.

These topics will be pursued in the form of webinars to be hosted in the 2nd and 3rd quarters of 2021. Should there be interest, some of these topics may be pursued further as consensus studies.

4.4.3 Response to the COVID-19 pandemic

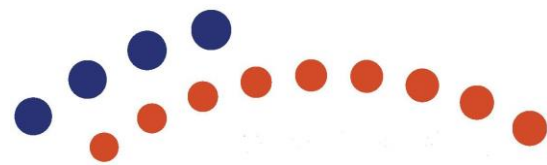
The Standing Committee on Health proposed several topics for webinars to be hosted by ASSAf throughout 2021. In addition to these, ASSAf plans to host a series of webinars under the theme of “In conversation with scientists” that will feature ASSAf Members and specialists on various topics related to the COVID-19 pandemic. This will take place monthly, commencing in April 2021. Details of these events will be announced via the ASSAf networks.

The Academy has compiled a booklet, designed to inform non-specialist audiences about this pandemic, how it affects them, and the importance of their participation in preventing the spread of the virus. The goal of this endeavour is to inform the public, with the relevant scientific information, thus ensuring that they make judicious decisions about their role in fighting the pandemic. The booklet will be published in conjunction with a pamphlet that highlights the main issues. ASSAf will collaborate with SAASTA and the Department of Basic Education as well as other stakeholders to disseminate printed copies of the report to schools nationally, during the 2021/2 financial year period. In addition, electronic copies of the booklet will be distributed widely and hosted on the ASSAf website.

Furthermore, the Standing Committee on Science for the Reduction of Poverty and Inequality will be hosting a series of webinars that would aim to provide the science behind mechanisms to reduce poverty and inequality in the wake of the COVID-19 pandemic. The webinars will lay out the debates pertaining to key issues around poverty reduction and provide opportunities for scientific evidence to be brought to the fore. These webinars will commence with effect from March 2021. These engagements ought to create opportunities for scientists to deliberate over issues and to engage with policy makers and the public so that everyone is adequately informed.

4.4.4 Using STI to advance inclusive development

The DSI revised the Innovation for Inclusive Development (IID) contract awarded to ASSAf in 2020 until June 2022. The IID seminar series is intended to encourage engagement with relevant stakeholders and to promote the use of STI to facilitate inclusive development. This will be accomplished by hosting seminars on relevant topics jointly decided on by the DSI and ASSAf. A report will be produced after each seminar and shared with participants, scientists, and policy makers. The report will be available to the public.



4.4.5 Advancing the District-Metro Coordination Model

The amended IID contract of 2020 requires ASSAf to advance three key activities that include (a) coordination of the District Development Model (DDM), (b) coordination of the Smart Cities initiative and (c) conducting a sector policy research. ASSAf will provide secretariat services for the entities that conduct DDM initiatives across South Africa's forty-four (44) municipal districts and eight (8) Metros but specifically in the Ekurhuleni, Ugu and Waterberg districts as a starting point. Coordination will require setting up of a committee, establishing terms of reference, as well as collecting and collating information for reporting purposes. ASSAf will engage SALGA throughout for their involvement in these initiatives. ASSAf will undertake this role of coordination until DSI establishes a Project Management Office to pursue this initiative further.

The Academy will also provide secretariat and coordination services for DSI entities that are involved in the Smart Cities initiatives across the country. This work emanated from the successful hosting of the IID Seminars around this priority and a need to coordinate work done by DSI entities.

In addition, ASSAf will conduct a sector policy research with the purpose of determining how selected government departments are embracing innovation in their policies during this strategic planning period. This work will be conducted throughout the 2021/2 financial year and the output from this research will result in a report that will be shared with DSI and relevant policymakers.

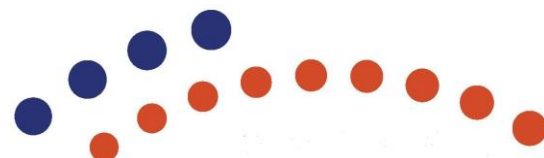
4.4.6 Advancing STI within the NSI

The Academy will support the hosting of Committee of Heads of Organisations of Research and Technology (COHORT). This is a national forum for the heads of organisations of science, research, and technology. The Academy will continue to provide secretariat services, coordinate, and profile engagements of relevant stakeholders in the NSI which includes hosting meetings and workshops as directed by the Executive Committee of COHORT. This will be done to leverage the collective strengths of COHORT members and develop a culture of innovation and science for society in South Africa with an aim of working together to build social and scientific cohesion. Through the work of COHORT, entities within the NSI will be encouraged to form partnerships and collaborations through memoranda of understanding (MOUs) among other tools for mutual benefit and impact.

4.4.7 Supporting young scientists

ASSAf will continue to support young scientists in several ways:

- SAYAS: The Academy will continue to host SAYAS, provide secretariat support and assist with the coordination of their activities. In addition, SAYAS members are included in ASSAf activities through ensuring their involvement and participation in committees and panels. This mentorship by ASSAf has resulted in four SAYSA alumni members being inducted into



ASSAf. SAYAS will host webinars on different topics during the 2021/2 financial year. These will be announced through the SAYAS and ASSAf networks.

- Host the Annual Young Scientists Conference and the TWAS Regional Young Scientist Conference in the latter half of 2021.
- Assist the DSI in the selection of young scientists to participate in the Lindau Nobel Laureate in Germany.
- Continue to assist the DSI in nominating young scientists to attend the BRICS Annual Young Scientists Conference. The next BRICS conference will be hosted by India.
- ASSAf facilitates opportunities for young scientists nationally, regionally, and globally which include linkages with other young academies and the Global Young Academy (GYA).

4.4.8 Promoting advancement of women in science

ASSAf is conducting a three-year Project entitled *Eliminating Barriers to Women's Participation in Science: A Study of the African Research Universities Alliance* that is funded by the International Development Research Centre (IDRC). This project explores the extent to which participation of women faculty in STEM, particularly in leadership positions, has been considered and mainstreamed into the African Research Universities Alliance (ARUA) institutions' policies and practices in sixteen countries.

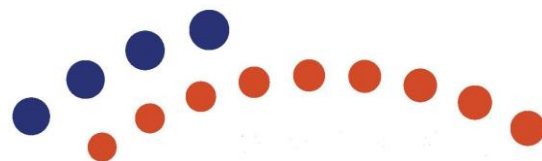
In the 2021/2 financial year period, ASSAf will continue to obtain ethical clearance from two South African universities that are still pending for approval. The project team will also apply for clearances with the remaining universities in Nigeria, Senegal as well as Rwanda while following up with the Tanzania Commission for Science and Technology (COSTECH) to access the University of Dar es Salaam, as well as the National Commission for Science, Technology, and Innovation (NACOSTI) of Kenya to access the University of Nairobi, as well as the University of Ghana and the Addis Ababa University.

Once ethical approval is obtained, data collection will continue at these universities. Due to the COVID-19 pandemic, focus group meetings with participants will be conducted virtually. When the data is collected, the project team will analyse the data and compile a draft report, with a comprehensive set of recommendations, which will be reviewed by the Principal Investigators as well as the project advisory committee.

Challenges: ASSAf is mindful that some of these plans may be hindered by the restrictions imposed across the continent because of the COVID-19 pandemic. Every effort will be made to facilitate progress on this significant study.

4.4.9 A Code of Conduct for Research

In South Africa the use of personal information for research is regulated by the National Health Act No 61 of 2003 and its 2012 regulations, the Department of Health *Ethics in Health Research: Principles, Processes and Structures* Guidelines and the Promotion of Access to Information Act (PAIA) No 2 of 2000. This changes with the Protection of Personal Information Act (POPIA) No 4 of 2013 that came into force on 1 July 2020 [<https://www.justice.gov.za/infoereg/docs/InfoRegSA-POPIA-act2013-004.pdf>]. All public and private bodies that are processing personal information have until 1 July 2021 to ensure that they are compliant with the law.



Overall POPIA is welcomed as it gives greater guidance to researchers regarding the use and protection of personal information for research. This should serve to improve transparency, accountability and oversight of personal information and promote public trust in the use of personal information in research. However, there is uncertainty and need for further guidance on the application of the POPIA relevant to research.

ASSAf has engaged with scientists and other stakeholders to promote the idea of a POPIA Code of Conduct for Research to ensure certainty, transparency, and clarity in the use of personal information for research. ASSAf also considers that it is imperative that there is **one** Code to guide the use of personal information for research in all sectors (including health, social science, genomics, etc.). ASSAf is now embarking on a process to facilitate the development of a Code of Conduct for Research, by engaging a wide spectrum of stakeholders including researchers, ethicists, and legally trained people.

Following two stakeholder engagements, ASSAf has set up a Reference Group and a Writing Group to work on the draft amendments of the POPIA Code of Conduct for Research. The draft will be circulated to the scientific community for comments and their input. This will be followed by another stakeholder meeting before the draft is finalised.

The final version will be submitted to the Information Regulator for approval on behalf of the scientists.

4.4.10 Institutional Review

The last Institutional Review was done in 2016. ASSAf has commenced with the planning process to conduct the next five-year review in 2021 in accordance with the review policy.

4.4.11 Transformation

ASSAf recognises that transformation builds a South Africa that is just and equitable. ASSAf will continue to pay attention to equity criteria to improve on transformation of the Academy with all the activities conducted at ASSAf. A process of inclusivity will be followed when determining participation in all the ASSAf activities.

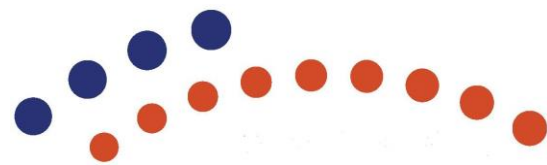
ASSAf will continue to strive for a Membership that reflects the country's demographics. Achieving an equitable Membership is not only a social imperative but will allow us to harness the rich diversity of ideas and perspectives of our country's people. ASSAf also recognises the important role women play in science and will strive to attract women to become Members of ASSAf.

4.5 Operational landscape

(a) Funding

ASSAf's baseline funding has been reduced, with further cuts imposed because of the COVID-19 pandemic. Some funding from outside contracts is in place to support a few activities.

Inadequate funding poses a challenge for medium- to long-term planning, but ASSAf will persevere in its efforts to raise funds for its activities.



ASSAf promotes and follows procurement practices in compliance with the BBBEE Act.

(b) Transformation

ASSAf's approach to transformation is wide-ranging in its reach and impact and focuses on three elements: ASSAf Membership, ASSAf's organisational practices and culture, and performance of transformational science. The transformation imperative is treated as an ongoing project.

(c) Human Resources

As a member-based organisation, the Secretariat provides support to the Members who are engaged in ASSAf activities. ASSAf has recruited talented and motivated staff. The majority are graduates and postgraduates. Out of a total of 36 employees (ASSAf and ISC ROA staff), 22 are black and 26 are women. ASSAf has no employees with disabilities.

Staff are encouraged to diversify their portfolios to align their skills to the deliverables outlined in the 2020/21 – 2024/25 SP. This will be achieved through inclusive engagement between Management and staff. ASSAf's niche environment and market-related remuneration packages have made it a desirable place to work, which is reflected in its low staff turnover.

With the resignation of two Programme Officers since September 2020, their responsibilities have temporarily been assigned to other staff members. Management will review the situation in 2021. In addition, one of the Managers is assisting the Executive Officer in overseeing the operational activities of the Science Advisory Programme as well as the scholarly publishing activities at ASSAf.

Some of her duties have been delegated to other staff in her team. A Governance Coordinator post has been created internally and the input from both the Manager and the Governance Coordinator will greatly support the Executive Officer.

(d) Infrastructure

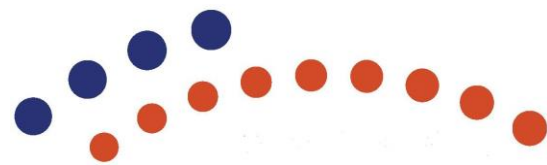
Since March 2020, ASSAf staff have followed the work-from-home policy due to the restrictions imposed by the lockdown regulations implemented by government in response to the COVID-19 pandemic. This necessitated additional measurements to ensure a stable network and infrastructure to support staff to have the necessary access from home.

The nature of the activities conducted at ASSAf requires computers, access to the internet, a functional server to facilitate scholarly publishing, and surge protectors for the electricity power cuts experienced in Gauteng.

Zoom licences were obtained to enable staff to conduct virtual meetings whilst working from home.

The IT infrastructure includes:

- an on-site server room that securely houses all IT equipment,
- a fibre link provided by TENET that terminates in the server room to supply internet connectivity at the office,
- a VOIP solution telephone system with an on-site PBX Server provided by an external service provider, Boxfresh Technologies,

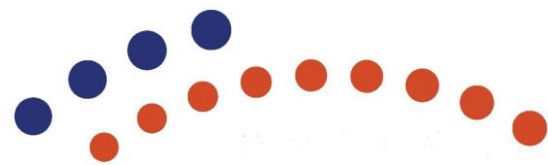


- various on-site servers including the network domain controller and active directory,
- an on-site Fileserver,
- a UPS/Inverter in the server room to supply clean power to IT equipment,
- on-site third-party software/application servers,
- the SciELO Application Server,
- tape media for on-site back-ups,
- a Hosted Exchange Email Solution,
- user devices, primarily laptops, licensed with OEM operating system,
- MS Office packages licensed per user device,
- on-site firewall appliance as perimeter security.

Given recent IT staff challenges, ASSAf's IT services are outsourced, which has proven to be sufficient for ASSAf's requirements, even during lockdown.

ASSAf hardware requires replacing, but due to limited funds, it has not been possible to replace aging hardware, which poses a risk.

ASSAf has progressively replaced redundant equipment, but this can only be done on a gradual basis. This infrastructure has to be maintained, computers need to be replaced in line with ASSAf policy, and depreciation costs have to be built in.



Part C: Measuring Our Performance

5. Institutional Programme Performance Information

This 2021/22 APP has been prepared in alignment with the 2020/21 – 2024/25 SP which came into effect on 1 April 2020. The new ASSAf performance plan will be driven through focused, transdisciplinary, and outcome-oriented goals, namely (1) Independent, authoritative, and influential scientific advice, (2) Science engagement, (3) Knowledge mobilisation, (4) Facilitating partnerships, (5) Scholarship support and (6) Supporting transformation. Operations and resources are organised and conducted by the Administration and Governance Programme, which involves administrative, financial, human resources, and IT services, while ensuring support to Council and compliance to the PFMA regulations.

5.1. Programme: Administration and Governance

All activities relating to the ASSAf Council, ASSAf legislation and regulations fall under this programme.

5.1.1. Governance

Administration and targets for 2021/22 are as follows:

- Ensure good governance through Council
- Ensure Council decisions are executed timeously and effectively
- Oversee and drive the anticipated changes to the ASSAf Act

5.1.2 Finance and Risk

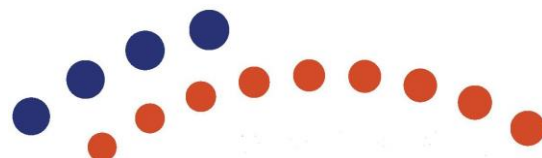
This sub-programme ensures that financial management systems are in place so that ASSAf's resources are prudently and optimally utilised. Compliance is central to all activities. Responsibilities include budgeting, financial reporting, procurement of goods and services, as well as risk management. With effect from mid-2015, there has been an increased focus on supply chain management and risk management.

Targets for 2021/22 are as follows:

- Efficient and effective implementation of the risk management strategy
- Regular updating of the risk register
- Focus on IT risks
- Efficient, effective, and compliant supply chain management
- Attainment of an unqualified audit

5.1.3 Human Resources

The Human Resources function provides ASSAf with human resources management services as follows: staff recruitment and retention, staff training and development, staff performance monitoring, employee relationship management, development and implementation of human resources systems, and development, implementation and monitoring of organisational policies and procedures, statutory compliance reporting, employee wellness education and facilitation, and compensation administration.



Targets for 2021/22 are as follows:

- Address gaps in ASSAf's policies and procedures and compile relevant documentation.
- Ensure compliance with relevant policies and procedures.
- Achieve an integrated model that is outcome driven and becomes activity driven in three broad categories, as indicated in the ASSAf strategic plan, by embarking on a workplace assessment exercise.
- Conduct a thorough inventory of employees' skills and other characteristics such as talent, education and experience.
- Training and development plans will have to be put on hold for 2021/2 until such time funds can be budgeted to support them.

ASSAf will embark on consultation and communication processes to ensure employees are kept informed and that the change process remains transparent.

5.2. Programme: Outcome-orientated Goals

5.2.1 Outcome one: Independent, authoritative, and influential scientific advice

Purpose: ASSAf assists in the fulfilment of its science advisory role in support of policy regarding key challenges facing the nation. A variety of relevant consensus studies are undertaken. Studies generally fall into broad categories related to health, education, climate change, energy, the science-policy nexus, biosafety and biosecurity, poverty reduction, scholarly publishing and open science. In addition to evidence-based studies on various issues, ASSAf undertakes policy commentaries, proceedings, other reports, and policymakers booklets and produces authoritative statements when appropriate.

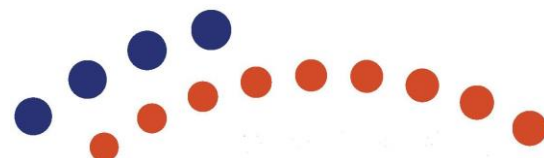
ASSAf recently convened a meeting of the various Standing Committees in which they agreed to identify a few issues that could be taken forward jointly in a multidisciplinary way. ASSAf's role and contribution post-COVID-19 should be considered through the collective knowledge of its Membership, particularly with regard to poverty and inequality in the country.

5.2.2 Outcome two: Science engagement

Purpose: Once consensus studies have been concluded, considerable effort is expended in disseminating the findings and ensuring effective uptake of the recommendations. ASSAf regularly hosts workshops/symposia on a variety of topics. ASSAf ensures the delivery of effective science engagement and communication at all stakeholder levels to promote public understanding of science and the public's understanding of the value of science, thereby also building on social cohesion.

5.2.3 Outcome three: Knowledge mobilisation

Purpose: The Scholarly Publishing Programme activities are regarded as a strategic intervention in the NSI in South Africa. Its goal is to enhance national capacity to produce and publish research and to increase the quality and visibility of South African research publications. To achieve this goal, the Scholarly Publishing Programme is responsible for the peer review of South African scholarly journals, the implementation of the open access platform for scholarly journals,



the hosting of a National Scholarly Editors' Forum and a National Scholarly Book Publishers' Forum. A major thrust of this programme is the production and dissemination of the Academy's flagship journal, the SAJS, and the science magazine, *Quest*.

5.2.4 Outcome four: Facilitating partnerships

Purpose: ASSAf has a good track record in establishing and strengthening partnerships and engagements with key stakeholders and organisations in the country, regionally and internationally. Its primary purpose is also to promote and recognise excellence and scholarly achievement, strengthening and enhancing international scientific linkages, and advancing engagement with key policymakers in government, including Parliament and relevant national scientific organisations.

5.2.5 Outcome five: Scholarship support

Purpose: The Membership of the Academy consists mainly of academics who represent the apex of scholars in the country. In addition, ASSAf supports the development of young scholars and hosts SAYAS. The Academy plays a role in supporting the advancement of skills development through STI in the country, thereby contributing to the human capital agenda of the NDP. In addition, the Academy has the potential to convene relevant stakeholders and support and promote advocacy on behalf of academics and scientists in the country.

5.2.6 Outcome six: Supporting transformation

Purpose: ASSAf must be aware of national, regional and international issues and be in a position to respond to these in an ethical manner to enable delivery of its mandate and goals. In addition to implementing "changes" when responding to operational issues, ASSAf strives to ensure organisational and Membership transformation with respect to inclusion across gender, race, disciplines, and institutional affiliation and to improve on representivity of institutions across the country.

6. Outcomes, outputs, output indicators and targets

The ASSAf Secretariat staff have a wide range of competencies and are encouraged to direct their passion and skills towards elevating activities through the outcome-based approach adopted by ASSAf and through a more impactful engagement with the Membership. The ASSAf outcomes, output indicators and targets have been modified based on an assessment of trends during the course of the 2020/21 financial year to date (Table 4).

Details of the activities linked with the outcomes, outputs and associated output indicators and targets are provided in Table 6. In addition, the alignment of ASSAf activities with the DSI outcomes and MTSF priorities are also indicated in Table 6.

**Table 4: Outcomes, Outputs, Performance Indicators and Targets**

Outcome 1: Independent, authoritative and influential scientific advice								
Outputs	Output indicators	Audited/Actual performance			Estimated performance	MTEF Period		
		2018/19	2019/20	(2020/21)*		2022/23	2023/24	2024/25
Consensus studies	1. Number of consensus studies	7	2	(1)	2	2	2	2
Publication of proceeding reports, policymakers- booklets or statements	2. Number of proceedings reports, policy-makers booklets and statements	4	11	(2)	8	8	8	8
Outcome 2: Science engagement								
Outputs	Performance indicators	Audited/Actual performance			Estimated performance	MTEF Period		
		2018/19	2019/20	2020/21		2022/23	2023/24	2024/25
Special Public lectures	3. Number of special lectures	8	5	(11)	5	5	5	5
Webinars & Workshops/ Conferences	4. Number of webinars, workshops/ conferences	3	4	(28)	12	12	12	12



Newsletters	5. Number of newsletters	4	4	(3)	4	4	4	4
Media releases	6. Number of media releases	20	24	(17)	20	20	20	20
Outcome 3: Mobilising knowledge								
Outputs	Performance indicators	Audited/Actual performance			Estimated performance	MTEF Period		
		2018/19	2019/20	2020/21		2022/23	2023/24	2024/25
Publication of the SAJS	7. Number of issues of SAJS published	6	6	(5)	6	6	6	6
Publication of Quest science magazine	8. Number of issues of Quest published	4	4	(3)	4	4	4	4
Electronic catalogues of ASSAf's publications archived for public use	9. Repository (electronic catalogue of all publications)	13	18	(11)	8	8	8	8
Visibility, Accessibility and searchability of SA research outputs	10. Number of new journal titles on SciELO SA open access platform*	5	3	(3)	2	2	2	2

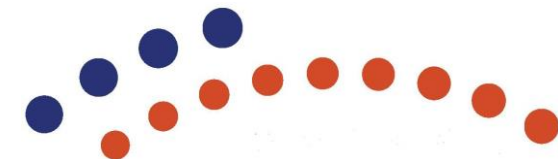


Outcome 4. Facilitating partnerships								
Outputs	Performance indicators	Audited/Actual performance			Estimated performance	MTEF Period		
		2018/19	2019/20	2020/21		2022/23	2023/24	2024/25
ASSAf activities among national, regional and international partners	11. Number of strategic partnerships	4	2	(7)	4	4	4	4
Outcome 5: Scholarship support								
Output	Performance indicators	Audited/Actual performance			Estimated performance	MTEF Period		
		2018/19	2019/20	2020/21		2022/23	2023/24	2024/25
Collaborations with and strengthening of African Science academies	12. Number of activities supported with other African academies	3	2	(5)	4	4	4	4
Development of young scientists	13. Number of young scientist activities supported	4	4	(9)	4	4	4	4
Rewarding excellence of scholars	14. Number of ASSAf Gold Medals awarded	2	1	(4)	1	1	1	1
	15. Biennial Humanities Book Award	0	0	to be announced in February 2021	0	1	0	1



Outcome 6: Supporting transformation								
Output	Performance indicators	Audited/Actual performance			Estimated performance	MTEF Period		
		2018/19	2019/20	2020/21		2022/23	2023/24	2024/25
To transform the Membership of the Academy	16. Proportion of black Members (new/total black, [total membership]; (% of total)	8/170 [557] (30%)	10/179 [573] (31%)	16/199 [599] (33%)	Growth by 2% of total black Members p.a.	Growth by 2% of total black Members p.a.	Growth by 2% of total black Members p.a.	Growth by 2% of total black Members p.a.
To promote women and gender in science	17. Proportion of female Members (new/total female, [total membership]; (% of total)	8/147 [557] (26%)	8/155 [573] (28%)	14/168 [599] (28%)	Growth by 2% of total number of women p.a.	Growth by 2% of total number of women p.a.	Growth by 2% of total number of women p.a.	Growth by 2% of total number of women p.a.

Note: *The 2020/21 information has been presented up until 1 January 2021 using the revised list of indicators



7. Output indicators: annual and quarterly targets

When lockdown restrictions were imposed in March 2020, ASSAf modified the annual and quarterly targets in anticipation that the operational activities planned for the 2020/21 financial year would be compromised. However, the optimal use of virtual technological tools, has enabled ASSAf in sustaining its activities, and has in some instances exceeded the targets proposed (as indicated in Table 4). Consequently, these annual targets are modified accordingly in Table 5.

Table 5: Indicators*: Annual and Quarterly Targets

Output Indicators	Annual Target	Q1	Q2	Q3	Q4
Outcome 1: Independent, authoritative and influential scientific advice					
Indicator: Disseminated publications of consensus studies, reports and statements					
1. Number of consensus studies	2				2
2. Number of proceedings reports, policy-makers booklets and statements	8	2	2	2	2
Outcome 2: Science engagement					
Indicator: Public interest and awareness of science and the value of evidence-based research					
3. Number of special public lectures	8	2	2	2	2
4. Number of webinars, workshops/conferences	12	3	3	3	3
5. Number of newsletters	4	1	1	1	1
6. Number of media releases	20	5	5	5	5
Outcome 3: Mobilising knowledge					
Indicator: Strengthened interaction and access to ASSAf knowledge resources					
7. Number of SAJS publications	6	1	2	1	2
8. Number of Quest publications	4	1	1	1	1
9. New journal titles on SciELO platform	2				2
10. Institutional repository and website	8	2	2	2	2



Outcome 4: Facilitating partnerships					
Indicator: Strengthened and newly created national, Pan-African and international partnerships					
11. Number of strategic partnerships	4	1	1	1	1
Outcome 5: Scholarship support					
Indicator: Developed capacity and capacity amongst young scientists and women scientists and acknowledging scholarship					
12. Number of activities supported with other African Academies	4	1	1	1	1
13. Number of young scientist activities supported	4	1	1	1	1
14. Number of ASSAf Gold Medals awarded	1			1	
15. Biennial Humanities Book Award	1				1
Outcome 6: Supporting transformation					
Indicator: Organisational and Membership transformation with respect to inclusion across gender, race, disciplines and institutions					
16. Proportion of black Members	Growth by 2% of total pa			2%	
17. Proportion of women	Growth by 2% of total pa			2%	

Note: *The revised list of indicators was used in this Table.



8. Explanation of planned performance over the medium-term period

The envisaged activities and performance within each of the strategic outcomes, and their alignment to the DSI outcomes and MTSF priorities are summarised in (Table 6).

Table 6: The ASSAf performance plan over the medium-term period

Outcomes	Objectives	Impact and alignment with DSI and MTSF priorities	Indicators/Activities
Independent, authoritative, and influential scientific advice	Conduct effective evidence-based multidisciplinary science to inform policy and practice for the betterment of society	<p>Greater agility to how we respond to societal challenges</p> <p>Advancing DSI Outcomes:</p> <p>Outcome 1 – A transformed, inclusive, responsive and coherent NSI</p> <p>Outcome 2 – Human capabilities and skills for the economy and development</p> <p>Outcome 3 – Increase knowledge generation and innovation outputs</p> <p>Outcome 4 – Knowledge generation for inclusive development</p> <p>Outcome 5 – Knowledge generation for economic development</p> <p>Outcome 6 – Innovation in support of a capable and developmental state</p> <p>Advancing MTSF Priority:</p> <p>1. Capable, Ethical and Developmental State</p> <p>2. Economic Transformation and Job Creation</p>	<ul style="list-style-type: none"> • ASSAf Forum on a Just Transition in South Africa • Addressing poverty and inequality in South Africa • Response to the COVID-19 pandemic • ASSAf Forum on POPIA; code of best practice • Second biennial report to Cabinet on climate change science and technology on South Africa (this study has been completed and we await the response from the DSI to release) • Provider Core Competencies for Improved Mental Health Care of the Nation • A South African Perspective on Gene Therapy Including Gene Editing: Ethical, Legal and Social Implications • Challenges of Good Governance & Management in the SA Health System • Neonicotinoids and their Impact on Ecosystem Services for Agriculture/Biodiversity in Africa • The State of Laboratory Biosafety and Biosecurity in the SADC region • Root Causes of Low Coverage and Under-immunisation in the sub-Saharan Africa Region • Effective interventions in science and mathematics education • A Review of Research, Development and Innovation of Peaceful Uses of Nuclear Technologies in South Africa • Grouped Peer Review of Scholarly Journals in the History, Politics and Philosophy Group • Grouped Peer Review of Scholarly Journals in the Maths and Science Group • Grouped Peer Review of Scholarly Journals in the



		<p>3. Education, Skills and Health</p> <p>4. Consolidating the Social Wage through Reliable and Basic Services</p> <p>5. Spatial Development, Human Settlements and Local Government</p> <p>6. Social Cohesion and Safe Communities</p> <p>7. A Better Africa and World.</p>	<p>Economics and Business Management Group</p> <ul style="list-style-type: none"> Grouped Peer Review of Scholarly Journals in the Other Disciplines Group
Science engagement	Promotion of public interest and awareness of science, science education and the value of evidence-based information in growing the knowledge economy	<p>Increased engagements with the public, members of parliament, industry, policymakers and wider Greater agility to how we respond to societal challenges</p> <p>Advancing DSI Outcomes:</p> <p>Outcome 1 – A transformed, inclusive, responsive and coherent NSI</p> <p>Outcome 2 – Human capabilities and skills for the economy and development</p> <p>Outcome 3 – Increase knowledge generation and innovation outputs</p> <p>Outcome 4 – Knowledge generation for inclusive development</p> <p>Outcome 5 – Knowledge generation for economic development</p> <p>Outcome 6 – Innovation in support of a capable and developmental state</p>	<p>Public lectures:</p> <ul style="list-style-type: none"> Facilitate the Distinguished Visiting Scholar programme with ASSAf Members and universities Conduct regional lectures with the Royal Society of South Africa and Akademie vir Wetenskap en Kuns in current and new areas where possible Investigate partnership with UK Royal Society, ASSAf and other national academies Implement the Innovation for Inclusive Development (IID) Seminars and link to other governmental departments Use the Embassy Lecture Series that links ASSAf to experts through the Pretoria based embassies and connect with overseas academies and organisations (e.g. Italian Embassy, US Embassy, UK Embassy, etc.) Hosting of at least one Presidential Roundtable in business or other topical issue to promote engagement with the business sector Conduct at least one colloquium with African scientists in South Africa to link and activate government-level bilateral agreements for STI Presentations to learners at SciFests, Science Centres, Maths Olympiads and other related events <p>Workshops and conferences:</p> <ul style="list-style-type: none"> Host the Annual Young Scientists Conference (AYSC). Host the Regional Young Scientists Conference with TWAS(RYSC) Host at least one symposium or workshop with other overseas academies and/or organisations (bilateral or multilateral).



		<p>Advancing MTSF Priority:</p> <p>3. Education, Skills and Health;</p> <p>5. Spatial Development, Human Settlements and Local Government;</p> <p>6. Social Cohesion and Safe Communities</p> <p>7. A Better Africa and World.</p>	<ul style="list-style-type: none"> • Host at least one symposium or workshop with other African academies and/ or organisations. (bilateral or multilateral). • Host annual National Scholarly Editors' Forum and National Scholarly Book Publishers' Forum events to advance scholarly publishing • Host the Annual Young Scientists Conference (AYSC). • Host the Regional Young Scientists Conference with TWAS(RYSC) • Host at least one symposium or workshop with other academies and organisations overseas or in Africa • National Scholarly Editors' Forum and National Scholarly Book Publishers Forum events to advance scholarly publishing • ASSAf Standing Committee on Health to host at least one workshop or symposium or seminar • ASSAf Standing Committee on Biosafety and Biosecurity to host at least one workshop or symposium or seminar <p>Promote science diplomacy</p> <p>Conduct at least one science diplomacy training seminar with or through partners ensuring that South African participants are included.</p>
Mobilising knowledge	Strengthen interaction and access to ASSAf knowledge resources	<p>Improved ability for research users to access and exploit research</p> <p>Advancing DSI Outcomes:</p> <p>Outcome 3 – Increase knowledge generation and innovation outputs</p> <p>Outcome 4 – Knowledge generation for inclusive development</p> <p>Outcome 5 – Knowledge generation for economic development</p> <p>Outcome 6 – Innovation in support of a capable and</p>	<ul style="list-style-type: none"> • Encourage Members and staff to provide input into Quest and the SAJS • To support curriculum content and career development at basic school level • Creating a platform for researchers, scientists, science interpreters and practitioners to share research and science with different public groups • Awareness creation e.g. disseminate electronic issues to other academies and networks • Member engagement – Engagement of SAYAS, OWSD SA, GenderInSITE and other academies • Active in science engagement, National Science Week, Africa Science Week, other key national events, radio interviews with staff and Members of ASSAf, OWSD and SAYAS



		developmental state Advancing MTSF Priority: 1. Capable, Ethical and Developmental State 2. Economic Transformation and Job Creation 3. Education, Skills and Health 5. Spatial Development, Human Settlements and Local Government 7. A Better Africa and World	
Facilitating partnerships	Strengthen national, regional and international partnerships and create new ones	Greater agility to how we respond to societal challenges Advancing DSI Outcomes: Outcome 1 – A transformed, inclusive, responsive and coherent NSI Outcome 2 – Human capabilities and skills for the economy and development Outcome 3 – Increase knowledge generation and innovation outputs Outcome 4 – Knowledge generation for inclusive development Outcome 5 – Knowledge generation for economic development Outcome 6 – Innovation in support of a capable and developmental state Advancing MTSF Priority:	National: <ul style="list-style-type: none">• Tripartite mechanisms between ASSAf, DHET and CREST to advance scholarly publishing and peer review of journals• More effort will be made to engage with other entities for collaborations to avoid duplication of efforts and to collectively make a more impactful contribution to shaping the NSI• Create and maintain national partnerships with Science Councils by strengthening COHORT• A strong focus will be to establish links with business, civil society and individual philanthropists• Nominate and profile senior, young as well as women scientists from South Africa for events/working groups and roles locally and internationally and profile their contributions• Partnerships with local NSI entities/stakeholders such as the NRF in the COVID-19 response Regional: <ul style="list-style-type: none">• Strengthen links with TWAS and ISC (including SAREP and ROA)• Support NASAC and maintain links with the SADC and the AU as well as other Regional Economic Communities and national academies



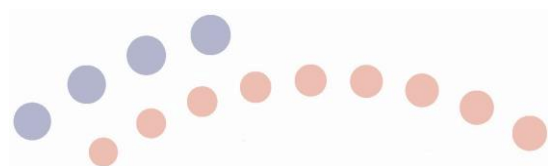
		<p>1. Capable, Ethical and Developmental State</p> <p>5. Spatial Development, Human Settlements and Local Government</p> <p>6. Social Cohesion and Safe Communities</p> <p>7. A Better Africa and World.</p>	<p>International:</p> <ul style="list-style-type: none"> • Interaction and partnership with overseas national academies and networks • Establish partnerships that promote collaboration and fundraising • Engagement of Members and staff in IAP positions and working groups, including newly constituted advisory groups • Play a major role in BRICS, S20 and Commonwealth academies • Active engagement by Members and staff in WHO working groups and initiatives • Link with other IAP networks in Europe, Asia and Latin America for collaborative activities • Furthering the collaborations among the Global South through SciELO Brazil and other South American countries
Scholarship support	To promote human capital development investment focusing on women scientists and young scientists	<p>Greater agility to how we respond to societal challenges</p> <p>Advancing DSI Outcomes:</p> <p>Outcome 1 – A transformed, inclusive, responsive and coherent NSI</p> <p>Outcome 2 – Human capabilities and skills for the economy and development</p> <p>Outcome 3 – Increase knowledge generation and innovation outputs</p> <p>Outcome 4 – Knowledge generation for inclusive development</p> <p>Outcome 5 – Knowledge generation for economic development</p> <p>Outcome 6 – Innovation in</p>	<p>Promoting women in science:</p> <ul style="list-style-type: none"> • Supporting participation of women in ASSAf activities and Standing Committees • Targeted awareness creation through established linkages • Link, profile and support OWSD Members in South Africa and connect them with academies of science and related bodies in their countries • Profile ASSAf and OWSD Members in various platforms • Ongoing studies linked with the IDRC grant <p>Support for young scientists:</p> <ul style="list-style-type: none"> • Provide Secretariat assistance for SAYAS (membership, AGM, EXCO Meetings, SAYAS local events, SAYAS events at regional and international level; SAYAS voice in studies and committees of ASSAf; SAYAS in the NSI and policy space) • Encourage ASSAf Members to provide mentorships to young scientists (SAYAS, OWSD, TWAS) • Disseminate information regarding other national and international opportunities for young scientists and



		<p>support of a capable and developmental state</p> <p>Advancing MTSF Priority:</p> <ol style="list-style-type: none"> 1. Capable, Ethical and Developmental State 2. Economic Transformation and Job Creation 3. Education, Skills and Health 4. Consolidating the Social Wage through Reliable and Basic Services 5. Spatial Development, Human Settlements and Local Government 6. Social Cohesion and Safe Communities 7. A Better Africa and World. 	<p>their networks</p> <ul style="list-style-type: none"> • Orientate them to engage with Parliament, DSI, NRF and other youth/young scientist friendly organisations • Monitor uptake of opportunities by South African young scientists • Developing young scientists (e.g. SAYAS Members) by nominating them to be members of the different ASSAf Standing Committees <p>Mentorship:</p> <ul style="list-style-type: none"> • Mentoring four young emerging researchers in the editing of a journal • Training four young emerging researchers in the management of a journal <p>Career development:</p> <ul style="list-style-type: none"> • Present science curriculum content contextually to promote science through lectures, presentations, workshops and exhibitions • Present career development to encourage learners to take science in higher education
Supporting transformation	Ensuring organisational and membership transformation with respect to inclusion across gender, race, disciplines, and institutions	<p>Greater agility to how we respond to societal challenges</p> <p>Advancing DSI Outcomes:</p> <p>Outcome 1 – A transformed, inclusive, responsive and coherent NSI</p> <p>Outcome 2 – Human capabilities and skills for the economy and development</p> <p>Outcome 3 – Increase knowledge generation and innovation outputs</p> <p>Outcome 4 – Knowledge generation for inclusive development</p>	<ul style="list-style-type: none"> • Targeted nomination and selection of women as ASSAf Members measured in annual targets • Link with transformation teams at universities and other institutions on policies that influence participation and performance of women in academia • Host an activity during Women's Month to profile women and gender in science • Improve on the ASSAf brand to ensure that Members are proud of the Membership and understand their role in society • Targeted awareness creation by establishing links with NRF-rated scientists/NSTF/SAWISA awardees and other awards including National Orders • Work with university-based Transformation Directors, Research Directors and communication teams to profile those nominated for ASSAf Membership • Profile ASSAf Members who have been inaugurated



		<p>Outcome 5 – Knowledge generation for economic development</p> <p>Outcome 6 – Innovation in support of a capable and developmental state</p> <p>Advancing MTSF Priority:</p> <ol style="list-style-type: none"> 1. Capable, Ethical and Developmental State 2. Economic Transformation and Job Creation 3. Education, Skills and Health 4. Consolidating the Social Wage through Reliable and Basic Services 5. Spatial Development, Human Settlements and Local Government 6. Social Cohesion and Safe Communities 7. A Better Africa and World 	<ul style="list-style-type: none"> • Improve on new Member orientation on ASSAf following their inductions into the Membership • Networking, and information-sharing on issues endorsed by Council to advance Membership participation Implementation of the Member Engagement Strategy
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9. Programme Resource Considerations

ASSAf gratefully acknowledges the financial support it receives from the DSI for its operational activities. The projected baseline allocation from the DSI, in relation to the total projected budget over the 2020 MTEF is presented in Table 7. Historically, ASSAf has been able to secure external funding to supplement the baseline income in support of all its activities. However, negative national and global economic trends place high levels of uncertainty on the future. This trend is evident from the budget cuts during the 2020/21 financial year due to the adjustments brought on by the government's response to the COVID-19 pandemic.

The change in driving the profile of the Academy with respect to its outputs, outcomes and services, will be more accountable for the roles that ASSAf plays in the NSI landscape. Once this financial year cycle is completed, ASSAf will examine expenditure trends related to its new look strategic outcome-orientated goals and report on this in the Annual Report.

Table 7: Summary of ASSAf's financial resources

SUMMARY OF PROJECTED RESOURCE ALLOCATION FOR 2021 MEDIUM TERM EXPENDITURE FRAMEWORK					
DETAILS		2020/21	2021/22	2022/23	2023/24
		Revised projected Resource Allocation	Projected Resource Allocation	Projected Resource Allocation	Projected Resource Allocation
		R	R	R	R
Revenue from non-exchange transactions - Government funding		29 742 335	33 210 000	33 839 000	33 970 000
Baseline		24 840 000	33 210 000	33 839 000	33 970 000
Contract Funding		4 902 335	-	-	-
Revenue from non-exchange transactions - International funding		1 386 797	-	-	-
US National Academy of Sciences		418 405	-	-	-
International Development Research Centre		968 392	-	-	-
Revenue from non-exchange transactions - Local funding		519 561	-	-	-
Medical Research Council		150 000	-	-	-
Janssen Pharmaceutical (Pty) Ltd		369 561	-	-	-
Revenue from exchange transactions		1 744 000	1 648 000	1 650 000	1 654 000
Interest Received		1 200 000	1 200 000	1 200 000	1 200 000
Membership Fees		104 000	108 000	110 000	114 000
Cohort Secretarial Services		40 000	40 000	40 000	40 000
Income from Publications - Quest/Advertising		300 000	300 000	300 000	300 000
Income from Publications - SAJS/Advertising		100 000	-	-	-
Total projected revenue		33 392 693	34 858 000	35 489 000	35 624 000
Total projected expenditure		33 392 693	34 858 000	35 489 000	35 624 000
Governance & Administration Programme		10 869 713	12 672 551	12 806 502	12 937 396
Science Engagement and Facilitating Partnerships		8 959 961	6 331 350	6 431 350	6 434 919
Independent, authoritative and influential scientific advice		4 929 533	4 662 645	4 762 645	4 764 430
Scholarship Support and Transformation		8 633 486	11 191 454	11 488 503	11 487 255
		-	-	-	-

10. Identified Risks

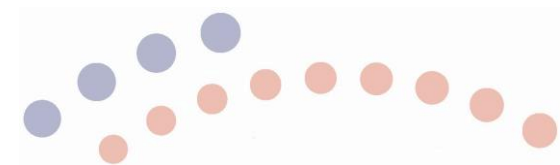
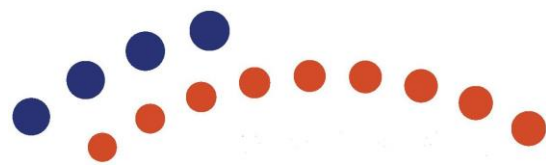


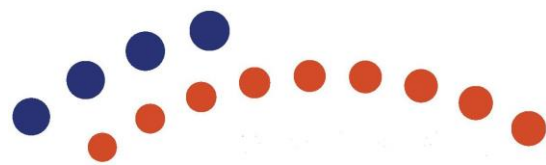
Table 8: Key risks and mitigation

Key Risk	Risk Mitigation
Human Capital	<ul style="list-style-type: none"> To be determined by management
Funding	<ul style="list-style-type: none"> Source funding and enforce adherence to budgets
Information management	<ol style="list-style-type: none"> Ensure that ASSAf periodically receives reports on: <ol style="list-style-type: none"> The performance of daily back-ups and its success Whether back-ups are tested on a periodic basis to confirm its ability to successfully restore Upgraded the security on websites Upgraded software on existing programmes i.e., Sage, Pastel and Windows Changed security software on servers and laptops to detect malicious and other unwanted activities Installed Sophos to monitor software upgraded status of laptops
Credibility	<ul style="list-style-type: none"> Manage relationships with partners
Membership transformation	<ol style="list-style-type: none"> Rigorous implementation of the transformation policy Possibility of changing the ASSAf Act to provide more flexibility in election procedures Awareness raising efforts intensified to and through Members to nominate and vote and to potential members to seek nominations
IT management	<ul style="list-style-type: none"> Management to consider the development of a business continuity plan and/or disaster recovery plan
Regulatory compliance	<ul style="list-style-type: none"> Ensure compliance with applicable legislation and regulations
Collaboration	<ol style="list-style-type: none"> Increase and promote sharing of ideas and scholarly debate on tolerance Hosting of events (eg. webinars) in South Africa for scientists in the diaspora to showcase what they do and how they can in turn assist in their country of origin ASSAf involvement within the continent through NASAC, Science Diplomacy training, academy development, Embassy Lecture series, Distinguished Visiting Scholars and ASSAf Foreign Associates will be used as vehicles to address this situation



Part D: Technical Indicator Description (TID)

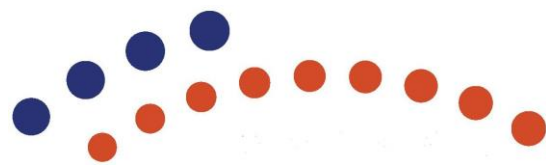
Indicator title (combined for indicators 1 and 2)	Number of consensus studies and number of proceedings and other publications.
Definition	These are publications which emanate from evidence-based studies from commissioned work or from ASSAf studies which address the nation. They may also include Policy-makers booklets, Statements and book publications.
Source of data	Publications are hosted on the ASSAf internal repository
Method of calculation / assessment	<p>Consensus studies are completed and then reviewed by at least one local specialist, one regional and one international specialist. Comments in the review reports are addressed by the Consensus Study Committee that is approved by Council. The Chair then submits a final revised version of the study to the Council for endorsement. Once approved, the study is launched and then hosted on the Internal Repository.</p> <p>All other publications like Statements and Policy-makers booklets must be approved by Council prior to publication.</p> <p>The final indicators are then simple count of all publications.</p>
Assumptions	All publications are approved by Council and that accurate record-keeping is in place and supported by a functional repository.
Disaggregation of beneficiaries (where applicable)	<p>Beneficiaries of ASSAf's research are inclusive of all targets</p> <ul style="list-style-type: none"> • Target for Women: Applicable • Target for Children: Applicable • Target for Youth: Applicable • Target for People with Disabilities: Applicable
Spatial transformation (where applicable)	<ul style="list-style-type: none"> • Reflect on contribution to spatial transformation priorities: N/A • Reflect on the spatial impact area: N/A
Reporting cycle	Quarterly and annually
Desired performance	In line with annual target
Indicator responsibility	Programme Officers, Executive Officer



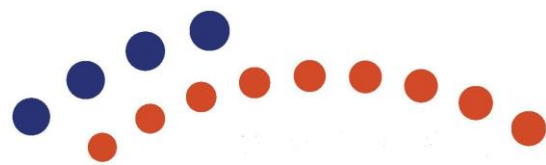
Indicator title (combined for indicators 3 and 4)	Number of special lectures, webinars and workshops or conferences.
Definition	<p>The extent to which platforms are provided for science engagement and dialogue.</p> <p>Special lectures include the Presidential Roundtables, the ASSAf Science-Business Leadership Forums, Embassy Lectures, the Distinguished Visiting Scholar lectures, the Royal Society of South Africa lectures hosted at UCT and the Innovation for Inclusive Development lectures. These are held annually to engage the general public and relevant stakeholders in science that benefits society.</p> <p>In addition, topical scientific issues are hosted virtually through webinars and when necessary workshops are hosted to facilitate local, regional and international participation in advancing science.</p> <p>Note: virtual forms of engagement have been introduced since March 2020 because of the COVID-19 pandemic.</p>
Source of data	ASSAf internal records management system
Method of calculation / assessment	Counting the different types of science engagement activities
Assumptions	Relevance of topics to attract participation and availability of virtual tools to host meetings. Accurate record-keeping and a functional internal repository system when archiving of information.
Disaggregation of beneficiaries (where applicable)	<p>Beneficiaries of ASSAf's research are inclusive of all targets</p> <ul style="list-style-type: none"> • Target for Women: Applicable • Target for Children: Applicable • Target for Youth: Applicable • Target for People with Disabilities: Applicable
Spatial transformation (where applicable)	<ul style="list-style-type: none"> • Reflect on contribution to spatial transformation priorities: N/A • Reflect on the spatial impact area: N/A
Reporting cycle	Quarterly and annually
Desired performance	In line with annual targets
Indicator responsibility	ASSAf Secretariat staff, Executive Officer



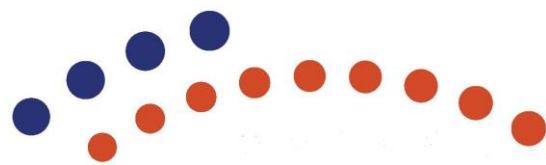
Indicator title (combined for 5 and 6)	Number of ASSAf newsletters and media releases
Definition	ASSAf uses electronic means to engage with the public and scientific community (both nationally and globally) through its electronic news bulletins and media releases.
Source of data	Communications division within ASSAf
Method of calculation / assessment	Newsletter is published quarterly (4 per annum) and media releases are released when information needs to be communicated.
Assumptions	Staff provide Communication team with necessary content for the newsletter and with relevant information to be released.
Disaggregation of beneficiaries (where applicable)	Beneficiaries of ASSAf's publications are inclusive of all targets.
Spatial transformation (where applicable)	<ul style="list-style-type: none"> • Reflect on contribution to spatial transformation priorities: N/A • Reflect on the spatial impact area: N/A
Reporting cycle	Quarterly and annually
Desired performance	In line with annual targets
Indicator responsibility	Communications team, Secretariat staff and Executive Officer,



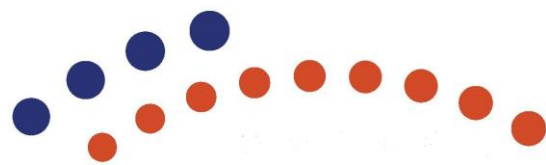
Indicator title (includes indicators 7, 8 and 10)	Number of SAJS and Quest issues published and new journal titles on the SciELO SA Open Access platform
Definition	The SAJS and Quest Magazine are the two profiled publications of ASSAf and targeted for specific audiences. In addition, ASSAf hosts the SciELO platform which facilitates journal accessibility and searchability of SA research outputs.
Source of data	SAJS and Quest websites; both are published electronically. Articles published in Journals hosted on the SciELO platform can be accessed electronically from the SciELO website.
Method of calculation / assessment	SAJS is published every two months and results in 12 publications annually whereas Quest is published every quarter, which results in four publications annually. On occasion, SAJS publishes special issues. At least two journals are added annually to the SciELO platform.
Assumptions	All publications meet the necessary deadlines and supported by all processes within the supply chain management system to be functional.
Disaggregation of beneficiaries (where applicable)	Beneficiaries of ASSAf's publications are inclusive of all targets.
Spatial transformation (where applicable)	<ul style="list-style-type: none"> • Reflect on contribution to spatial transformation priorities: N/A • Reflect on the spatial impact area: N/A
Reporting cycle	Annually
Desired performance	In line with annual targets
Indicator responsibility	ASSAf Secretariat staff involved with scholarly publishing, the Editors of SAJS and Quest, and the Executive Officer,



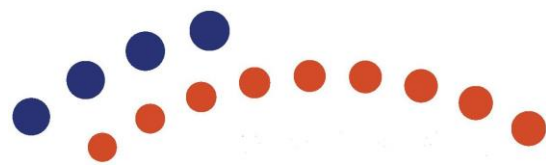
Indicator title 9	Electronic catalogue of all publications (Repository)
Definition	The institutional repository is an archive for collecting, preserving, and disseminating and providing open access to the digital copies of the intellectual output and other digital institutional assets of ASSAf to provide global visibility.
Source of data	ASSAf institutional repository
Method of calculation / assessment	Simple count
Assumptions	Accurate record-keeping and a functional system.
Disaggregation of beneficiaries (where applicable)	<ul style="list-style-type: none"> • Target for Women: N/A • Target for Children: N/A • Target for Youth: N/A • Target for People with Disabilities: N/A
Spatial transformation (where applicable)	<ul style="list-style-type: none"> • Reflect on contribution to spatial transformation priorities: N/A • Reflect on the spatial impact area: N/A
Reporting cycle	Quarterly and Annually
Desired performance	In line with targets
Indicator responsibility	Liaison and Scholarly Publishing Managers, Executive Officer



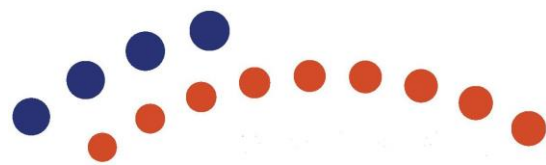
Indicator title (combined for indicators 11 and 12)	Number of strategic partnerships and number of activities supported with other African academies
Definition	Engagement in a range of new activities and projects with organisations and academies in South Africa, on the continent and internationally, through partnership working on a common goal.
Source of data	ASSAf management records system. Record keeping of Memoranda of Understanding (MOUs).
Method of calculation / assessment	Simple count
Assumptions	Activities, with funding, is available to conduct collaborative activities.
Disaggregation of beneficiaries (where applicable)	<ul style="list-style-type: none"> • Target for Women: N/A • Target for Children: N/A • Target for Youth: N/A • Target for People with Disabilities: N/A
Spatial transformation (where applicable)	<ul style="list-style-type: none"> • Reflect on contribution to spatial transformation priorities: N/A • Reflect on the spatial impact area: N/A
Reporting cycle	Annual
Desired performance	In line with targets
Indicator responsibility	International Liaison Manager, Executive Officer



Indicator title 13	Number of young scientist activities supported
Definition	Activities with the goal to develop capability and capacity amongst young/early career researchers. Young scientist activities include studies, conferences, workshops, seminars, publications, science advice and participation in standing committees.
Source of data	ASSAf internal records management system.
Method of calculation / assessment	Simple count
Assumptions	Availability of funding.
Disaggregation of beneficiaries (where applicable)	Beneficiaries of ASSAf's research are inclusive of all targets <ul style="list-style-type: none"> • Target for Women: N/A • Target for Children: N/A • Target for Youth: N/A • Target for People with Disabilities: N/A
Spatial transformation (where applicable)	<ul style="list-style-type: none"> • Reflect on contribution to spatial transformation priorities: N/A • Reflect on the spatial impact area: N/A
Reporting cycle	Annual
Desired performance	In line with target
Indicator responsibility	Young Scientist Liaison, Executive Officer



Indicator title (combined for 14 and 15)	Number of ASSAf Gold Medals awarded and biennial Humanities Book Award
Definition	<p>The ASSAf Science-for-Society Gold Medal Award is an annual award and its purpose is to recognise outstanding scientists who have applied scientific thinking in the service of society. All areas of science and scholarly work are considered.</p> <p>The ASSAf Humanities Book Award is presented to a writer/s of a scholarly, well-written work of non-fiction, published up to three years prior to its nomination. The book should be noteworthy in its contribution to developing new understanding and insight of a topic in the Humanities, Social Sciences or the Performing Arts.</p>
Source of data	ASSAf internal records management system
Method of calculation / assessment	Up to two Gold Medal awards are made annually and the Humanities Book Award is presented biennially.
Assumptions	Nominations are submitted for candidates who meet the required criteria for awards.
Disaggregation of beneficiaries (where applicable)	<p>Beneficiaries of ASSAf's research are inclusive of all targets</p> <ul style="list-style-type: none"> • Target for Women: N/A • Target for Children: N/A • Target for Youth: N/A • Target for People with Disabilities: N/A
Spatial transformation (where applicable)	<ul style="list-style-type: none"> • Reflect on contribution to spatial transformation priorities: N/A • Reflect on the spatial impact area: N/A
Reporting cycle	Annual
Desired performance	In line with target
Indicator responsibility	National Liaison, Programme Officer, Executive Officer



Indicator title (combined for 16 and 17)	Proportion of black and female Members
Definition	The purposeful targeting of black and women scientists to be nominated and finally selected as members of ASSAf. This is part of the transformation agenda to address issues of diversity and inclusivity.
Source of data	ASSAf Membership databases
Method of calculation / assessment	Assessment of membership statistics following the completion of the annual membership election process
Assumptions	All targeted efforts in electing women and black scientists to the Academy will have the desired impact.
Disaggregation of beneficiaries (where applicable)	Beneficiaries of ASSAf's research are inclusive of all targets <ul style="list-style-type: none"> • Target for Women: N/A • Target for Children: N/A • Target for Youth: N/A • Target for People with Disabilities: N/A
Spatial transformation (where applicable)	<ul style="list-style-type: none"> • Reflect on contribution to spatial transformation priorities: N/A • Reflect on the spatial impact area: N/A
Reporting cycle	Annual
Desired performance	In line with target
Indicator responsibility	Governance Coordinator, Executive Officer