



JBSREC & Subcommittees

Johannesburg Business School Research Ethics Committee (JBSREC)

Dear **Musa Nyathi**,

ETHICAL APPROVAL GRANTED FOR RESEARCH PROJECT

This letter serves to confirm that the proposed research project indicated in the table below, has been reviewed by the Johannesburg Business School Research Ethics Committee (JBSREC) at the University of Johannesburg. Ethical clearance is granted for 5 years, from **2025-07-01** to **2030-07-01**.

Applicant	Musa Nyathi
Supervisor	Dr. Sarah Molefe
Staff/Student number	216018061
Title of Research	Ethics Part 1
Decision date	2025-07-01
Reviewers	JBS REC Members
Ethical clearance code	JBSREC2025070102

Rating of application

CODE 01 - Approved CODE 02 - Approved with suggestions without re-submission CODE 03 - Referred back CODE 04 - Disapproved, cannot re-submit

The researcher may now commence with the study provided that:

1. The researcher ensures adherence to POPI Act.
2. The researcher ensures adherence to conditions of use of open source questionnaires.
3. The researcher ensures that the project adheres to ethical research requirements.
4. The researcher conducts the study as set out in the approval application.
5. The researcher ensures that the project adheres to all applicable legislation, scopes of practice, professional codes of conduct and scientific standards as they pertain to the field or study.

6. The researcher brings to the attention of the JBSREC any proposed changes, concerns that arise, and unexpected ethical management issues.
7. Any changes that can affect the study-related risks for participants or researchers must be reported to the JBSREC in writing.
8. All relevant permissions required to access data, organisations, etc. have been obtained.
9. No fieldwork activities may continue after the ethical clearance has expired. A request for an extension of ethical clearance can be made in writing to the JBSREC.

Date: **2025-07-01**

Chairperson: JBS Research Ethics Committee

Email: jbssubmissions@uj.ac.za