



INDEPENDENT ELECTORAL COMMISSION

COMMISSIONER CANDIDATE RESEARCH

2018

## **INTRODUCTION**

My Vote Counts (MVC) and the Council for the Advancement of the South African Constitution (CASAC) have compiled a comprehensive report on the 26 candidates that have been shortlisted for interviews for three vacancies at the Electoral Commission (IEC). The vacancies are for the position of IEC Commissioner.

The Office of the Chief Justice made a public call for nominations in March 2018. A panel consisting of the Chief Justice and a representative from the South African Human Rights Commission, the Commission on Gender Equality and the Public Protector received a total of 119 nominations. 26 candidates have been shortlisted as a result.

This report highlights the skills, experiences and interests of the shortlisted candidates. The information provided, was garnered by a team of researchers, that relied on CV's submitted to the Office of the Chief Justice and conducted further desktop research to produce this report. Due to strict time-frames, we were unable to verify the educational qualifications and employment records of candidates.

Interviews have been scheduled for the week of the 25<sup>th</sup> to the 29<sup>th</sup> of June 2018. This report is intended to assist the interviewing panel and to facilitate public comment on the candidates ahead of the interviews.

<b>Candidate</b>	<b>Page Number</b>
1. Mr Alan Griffin Campbell	4
2. Ms Yasmin Tayob Carrim	10
3. Ambassador Moses Mabokela Chikane	14
4. Rev.Bongani Blessing Finca	18
5. Prof. Mzamo Alexander Gumbi	21
6. Adv. Edward Nkangweleni Lambani	25
7. Ms Maletlatsa Monica Ledingwane	29
8. Mr Landiwe Jackie Mahlangu	32
9. Ms Nomonde Tantaswa Mapetla	36
10. Dr Nomsa Praisy Masuku	39
11. Mr Jabulani Christopher Mepha	43
12. Mr Mosotho Simon Moepya	45
13. Ms Lindiwe Faith Mokate	48
14. Ms Bernadette Muthien	52
15. Adv. Lufuno Tokyo Nevondwe	58
16. Ms Nomfundo Ntloko-Gobodo	63
17. Mr Nkosikhulele Xhawulengweni Nyembezi	65
18. Ms Mmatlou Hellen Phaleng-Podile	67
19. Ms Liepollo Lebohang Watseba Pheko	70
20. Judge Dhayanithie Pillay	74
21. Dr Mzukisi Qobo	79
22. Mr Dizline Mfanozelwe Shozi	84
23. Ms Matshidiso Daphney Tabane-Masutha	88
24. Ms Iona Tip	92
25. Ms Nomalanga Violet Tyamzashe	96
26. Mr Gladwyn Martin White	97

## Mr Alan Griffin Campbell

Mr Campbell believes his competencies to be in the area of elections management, having participated in delivering electronic voting equipment throughout Africa and as far as California, USA in the 2004 Presidential Elections. He was previously appointed by the United Nations in a consultant capacity to assist with elections in Pakistan in 2001.

### Work Experience

Employer	Position	Period
Homegrown Investment Holdings (Pty) Ltd	CEO	2014 – 2018
ICT Globe Management (Pty) Ltd	Executive Chairman	2011 – 2014
Foundation for African Business and Consumer Services (FABCOS)	COO	2009 – 2011
Shisaka Development Management Services (Pty) Ltd	Programme Manager: EPWP Support Programme	2006 – 2009
Mchunu Mashinini & Associates (Pty) Ltd (MM&A)	Operations Director	2001 – 2006
Electoral Commission of South Africa (IEC)	Manager: CEO Affairs	1998 – 2001
Technikon WITS	Fund Development and Business Marketing Manager	1997 – 1998
Youth Development Trust (YDT)	Fund Development and Social Marketing Manager	1995 – 1997
Olympus Institute of Learning	Managing Director and Teacher	1989 – 1995
Tswelopele High School	Teacher	1986 – 1988

### Business Interests

Mr Alan Campbell, Mr Glen Mashinini (the current IEC Chairperson) and Prof. Mchunu established Mchunu, Mashinini and Associates together, a company which has since been deregistered. In

addition, they were members and directors of Multilayer Trading and MM &A Technologies which has also been deregistered.

### **Business Interests**

<b>Company Name</b>	<b>Registration Date</b>	<b>Status</b>	<b>Type</b>	<b>Position</b>	<b>Status</b>
Gondwana Multimedia Communications	1997.05.30	AR Final Deregistration	Private Company	Director	Active
Millone	1998.07.09	AR Deregistration	Private Company	Director	Active
Mchunu Mashinini and Associates	1999.06.09	Voluntary liquidation	Private Company	Director	Active
Mchunu Mashinini and Associates	2000.08.24	AR Final Deregistration	Close Corporation	Member	Active
ZELPY 1594	2002.09.13	Reinstatement Process	Private Company	Director	Active
MultiLayer Trading 788	2002.09.05	AR Final Deregistration	Close Corporation	Member	Active
MCSMED	2003.11.07	AR Final Deregistration	Private Company	Director	Active
MM AND A TECHNOLOGIES	2004.02.11	AR Final Deregistration	Private Company	Director	Active
Protégé Consulting	2004.10.19	AR Final Deregistration	Private Company	Director	Active
Deliberately soccer	2005.10.28	AR Final Deregistration	Private Company	Director	Active
AFRICORP Mercantile	2006.12.12	AR Final Deregistration	Private Company	Director	Active
Manbell Investments	2006.10.17	Deregistration Final	Close Corporation	Member	Active

BAYDRIVE Trading 83	2007.06.26	AR Final Deregistration	Private Company	Director	Active
GA Campbell Consulting	2007.02.01	Deregistration process	Close Corporation	Member	Active
Fabcos Malting House	2008.10.23	AR Final Deregistration	Private Company	Director	Active
Huzit Technologies	2009.07.14	Deregistration Process	Private Company	Director	Active
Cape Malting House	2010.03.12	In Business	Private Company	Director	Active
BPC Investment Holdings	2012.03.13	In Business	Private Company	Director	Active
BPC Retail	2012.03.13	In Business	Private Company	Director	Active
Homegrown Agricultural Marketing and Sales	2012.03.13	In Business	Private Company	Director	Active
Homegrown Financial Services	2012.03.14	In Business	Private Company	Director	Active
Homegrown Inputs and Technical Support	2012.03.14	In Business	Private Company	Director	Active
Homegrown Storage and Logistics	2012.03.14	In Business	Private Company	Director	Active
BPC Agriculture	2012.07.17	In Business	Private Company	Director	Active
ICT Globe Technology E- NCUBATOR	2013.08.12	In Business	Private Company	Director	Active
Veritech Communications	2014.11.06	In Business	Private Company	Director	Active

Eliologix	2015.03.19	In Business	Private Company	Director	Active
Aztosign	2015.03.23	In Business	Private Company	Director	Active
Ladosat	2015.03.24	In Business	Private Company	Director	Active
Ladotone	2015.03.24	In Business	Private Company	Director	Active
Ladogyn	2015.03.25	In Business	Private Company	Director	Active
BPC Academy	2015.06.29	In Business	Private Company	Director	Active
SUPP SERVE	2015.07.06	In Business	Private Company	Director	Active
Business Doctors South Africa	2015.07.29	In Business	Private Company	Director	Active
Homegrown Drogfontein Incubator	2015.11.16	In Business	Private Company	Director	Active
Jamilogix Milling	2015.12.04	In Business	Private Company	Director	Active
Homegrown Properties	2015.12.15	In Business	Private Company	Director	Active
Homegrown Etiket	2016.02.08	In Business	Private Company	Director	Active
SME Business Evolution South Africa	2016.04.20	In Business	Private Company	Director	Active
Homegrown Baking	2016.05.19	In Business	Private Company	Director	Active
Lemon Blue Orange	2016.10.06	In Business	Private Company	Director	Active

Fabcos Business Leadership Academy	2017.05.24	In Business	Private Company	Director	Active
------------------------------------	------------	-------------	-----------------	----------	--------

### Any other information

Mr. Campbell has focused much of his adult life on ensuring impartial and transparent elections in South Africa and abroad. Mr. Campbell co-founded three companies. FABCOS which promotes advancement of small black-owned businesses in South Africa. Homegrown Investment Holdings which seeks to create self-reliant food economies for poorer communities. He has also co-founded ICT Globe Management (Pty) Ltd, a telecommunication company and reseller network in Africa.

### Qualifications

Qualification	Institution	Year
Milling Technology Certificate	Buhler Milling School	2017
Executive Development Programme	WITS Business School	2015
LLM (Business Administration)	De Montfort University, UK	2002
Fundraising Certificate	Indiana University, USA	1996
Diploma in Education Management	South African Institute of Management	1994
BA Degree (Economics)	Vista University	1985 – 1988

### Professional and Personal Conduct

Mr Campbell had previously headed a program called “Executively Speaking” which offered crash courses in Zulu through the Olympus Institute of Learning. Mr Campbell stated, "*Black business people have been expected to speak English and Afrikaans ... But the focus is one-sided: whites aren't expected to learn an African language. Now, our country is transformed.*"<sup>1</sup>

In 2002 Mchunu Mashinini & Associates (Pty) Ltd (MM&A) was involved in a controversy surrounding the appointment of the firm to run the Premier Soccer League affairs, charging

<sup>1</sup> <<https://www.nytimes.com/1996/07/31/garden/in-south-africa-crash-courses-in-zulu.html>> Accessed 02/06/18.



R500,000 a month to the bankrupt PSL on a contract that was never put out to tender.<sup>2</sup> Mr Campbell was appointed by Professor Mchunu to oversee the restructuring. No charges or legal action was undertaken.

Mr Campbell's other pursuits include being the founding Chairman of Yfm, a founding board member of Etv, co-founder of MM&A Democracy and Management Consulting, ICT Globe Management Services and more recently Cape Malting House, Homegrown Investment Holdings (Pty) Ltd and BPC Capital and Commodities Trading (Pty) Ltd of which he is the current Chairman.

### **Political Affiliation**

No information was available on his political affiliation.

---

<sup>2</sup> <<https://www.news24.com/SouthAfrica/PSL-chiefs-huge-payout-20020421>> Accessed 02/06/18.  
<<https://www.news24.com/xArchive/Sport/Soccer/PSL-is-bankrupt-20020303>> Accessed 02/06/18.

## Ms Yasmin Tayob Carrim

Ms Carrim has a scientific and legal training background with a period as a teacher at a Diep River High School. Ms Carrim has been an Acting judge at the High Court of South Africa, North Gauteng Division and she was a founding trustee of the Women's Legal Centre. Ms Carrim has been a full-time member of the Competition Tribunal of South Africa for over fifteen years and has co-edited a handbook on telecommunications regulations.

### Work Experience

Employer	Position	Period
Competition Tribunal of South Africa	Full-time member	2005 – Current
High Court of South Africa, North Gauteng Division	Acting Judge	Aug 2016 - Sept 2016
Consumer Tribunal of South Africa	Part-time member	2006 – 2016
MTN South Africa	Group Executive of Regulatory Affairs	Aug 2002 - Feb 2005
Independent Communications Authority of South Africa	Councillor	July 2000 - June 2002
Cheadle Thompson & Haysom	Partner	Aug 1999 - June 2000
Cheadle Thompson & Haysom	Professional Assistant and Associate	Sept 1997 - Aug 1999
Constitutional Court of South Africa	Legal Researcher to Justice O'Regan	Feb 1996 - July 1997
Webber Wentzel Bowens	Candidate Attorney	Jan 1994 - Feb 1996
Public Law Department, UCT	Research Assistant	Nov 1992 - Feb 1993

Documentary Photography Project	Research Assistant	Jan 1990 - Dec 1990
South Peninsula High School, Diep River	Teacher - Mathematics and Physical Science	Jan 1988 - Dec 1989

### Business Interests

Company Name	Registration Date	Status	Type	Position	Status
Y Mohamed Investments	1966.08.23	In Business	Private Company	Director	Active
TASKYNN Investments	2006.02.27	AR Final Deregistration	Close Corporation	Member	Active
Westroad Trading	2005.12.19	In Business	Private Company	Director	Active
YOUSEB TAYOB AND SONS	1967.11.09	In Business	Private Company	Director	Active
Shameem Investments	1971.11.15	In Business	Private Company	Director	Active

### Commitment to Human Rights

Ms Carrim is a board member of the Open Society Foundations – South Africa (OSF-SA), a Director of the Soul City Institute for Health and Development Communication and a member of National Association of Democratic Lawyers (NADEL) from 1992-1994.

Ms. Carrim gave a speech to graduating students at Wits University, reflecting on democracy and the Bill of Rights;

*"The most significant development we have seen since 2009 has been the weakening of our law enforcement agencies, their lack of independence and non-compliance with their Constitutional mandates. Equally compromised have been members of Parliament in the exercise of their oversight functions. Thirdly, we have seen government that has generally conducted itself with impunity and arrogance, without due regard to the needs of citizens. The fourth has been the large-scale theft and*

*utilisation of state resources for the benefit of a few politically connected individuals. The fifth has been the distortion and plundering of the public broadcaster.*

*The strategy of law-fare (warfare using the law) has been utilised by corrupt public officials to further their own ambitions at every turn. Sadly, members of the legal profession have been – and continue to be – complicit in this conduct.*

*On the positive side we have taken confidence in the fact that political parties have utilised constitutional mechanisms to resolve their disputes. Ordinary folk have seen and come to understand the workings of the Constitutional Court and the other high courts. We have also witnessed an active civil society movement holding power to account through a variety of initiatives including litigation and mass demonstrations. Our investigative journalists have excelled themselves with exposing the abuse of state resources. We have observed the bravery of public officers such as the previous Public Protector Thuli Madonsela and a number of whistle blowers who have risked their lives for the sake of preserving our Constitutional order."<sup>3</sup>*

### **Qualifications**

<b>Qualifications</b>	<b>Institution</b>	<b>Year</b>
Admitted Attorney	Law Society of South Africa	1996
Bachelor of Laws	University of Cape Town	1993
PG (Education)	University of Cape Town	1987
Bachelor of Science	University of Cape Town	1986

### **Professional and Personal Conduct**

Ms Carrim has co-edited a handbook on telecommunications regulation in South Africa; Lisa Thornton, Yasmin Carrim, Patric Mtshaulana and Pippa Reburn (eds.) *Telecommunications Law in South Africa*, Johannesburg, STE Publishers: 2006. She is also co-chair of the ICN Working Group on Telecommunication Services.<sup>4</sup>

<sup>3</sup> <<https://www.wits.ac.za/news/latest-news/graduations/2018/whither-the-constitution.html>> Accessed 01/06/18.

<sup>4</sup> <<http://www.internationalcompetitionnetwork.org/uploads/library/doc384.pdf>> Accessed 01/06/18.

Ms Carrim was a speaker at the Annual Conference on Competition Law, Economics and Policy in 2005 speaking on the role of Economic Evidence & Economists in SA Jurisprudence.

Ms Yasmin Carrim was the third respondent in *African Media Entertainment Ltd v Lewis NO and Others*<sup>5</sup> regarding an acquisition decision review.

During her tenure as an Acting Judge at the Gauteng North High Court, she dealt with cases surrounding issues on customary marriage and intestacy.<sup>6</sup>

### **Political Affiliation**

Ms. Carrim is a former activist, who was involved in the United Democratic Front (UDF) and established ANC branches in the Western Cape following the unbanning.

---

<sup>5</sup> (68/CAC/MAR/07) [2008] ZACAC 4.

<sup>6</sup> *Marape v Magabe and Others* [2016] ZAGPPHC 1140; *Haribhai v Da Silva N.O. and Another* [2016] ZAGPPHC 1181; *Sekgala v Steve's Auto Clinic (Pty) Ltd and Others* [2017] ZAGPPHC 25; *Mapcivil and Landscaping and Others v Giyani Engineering and Consulting (CC) and Others* [2016] ZAGPPHC 1135.

## Ambassador Moses Mabokela Chikane

Ambassador Moses Chikane is a high-profile anti-apartheid activist and was imprisoned on Robben Island for a year in 1988 following the Delmas Treason Trial.<sup>7</sup> He is a former South African High Commissioner to Zambia and former Ambassador to Germany. He also served in the National Assembly as a member and whip of the ANC. He is also the former Deputy Chairperson for the Limpopo Tourism Agency. Mr Chikane purports to have a strong sense of justice and fought for human rights from his early life, while being an active member of the UDF.<sup>8</sup>

### Work Experience

Employer	Position	Period
Mamelodi Hospital	Board Member	2016 – Present
National Development Agency	Board Member	2015 – Present
Limpopo Tourism Agency	Deputy Chairperson	2014 – March 2018
Economic Bridge Builders Group	Chair	2013 – Present
Sino-South Africa Sports and Cultural Association	Honorary Chair	2013 – Present
South African Government	High Commissioner to Zambia	2008 – 2012
South African Government	Ambassador to the Federal Republic of Germany	2004 -2008
South African Parliament	MP	1994 – 2004
National Labour Intensive Projects	Chair and Coordinator	1993

<sup>7</sup> <<https://www.nytimes.com/1988/11/19/world/pretoria-finds-4-blacks-guilty-in-treason-case.html>> Accessed 04/06/18.

<sup>8</sup> <[http://disa.ukzn.ac.za/sites/default/files/pdf\\_files/bio00000000.043.027.019.pdf](http://disa.ukzn.ac.za/sites/default/files/pdf_files/bio00000000.043.027.019.pdf)> Accessed 04/06/18.

National Coordinating Committee for Returning Exiles	Deputy Coordinator	1990 – 1992
Letsema	Unclear <sup>9</sup>	1979 – Project failed due to “lack of resources but more to harassment by the police.” <sup>10</sup>
Masehlakane People’s Project	Unclear <sup>11</sup>	1978
Chrysler Motor Company	Unclear <sup>12</sup>	Sept 1968 – Aug 1976

### Business Interests

Company Name	Registration Date	Status	Type	Position	Status
Darius Chemicals and Construction	1994.02.17	AR Final Deregistration	Private Company	Director	Active
MSCW Mentoring Services	1995.03.14	AR Final Deregistration	Private Company	Director	Active
New Nation Manufacturing	1997.02.14	AR Final Deregistration	Close Corporation	Member	Active
Kovacs Investments	2001.10.10	AR Final Deregistration	Private Company	Director	Active
Ngam Technologies	2002.06.06	AR Final Deregistration	Private Company	Director	Active
Economic Bridge Builders Group	2013.01.28	In Business	Private Company	Director	Active

<sup>9</sup> *Ibid.*

<sup>10</sup> *Ibid* 7.

<sup>11</sup> *Ibid.*

<sup>12</sup> *Ibid.*

SINO -SA Sport and Culture Liason Association	2013.05.24	In Business	Private Company	Director	Active
Sino SA Economic Dev Trading	2013.07.17	Deregistration Process	Private Company	Director	Active
MCP Group	2013.08.14	In Business	Private Company	Director	Active
Africa Rising Projects	2013.11.06	Deregistration Process	Private Company	Director	Active
Chinale Holdings	2014.10.15	Deregistration Process	Private Company	Director	Active
Tembe Footprints Holdings	2015.12.17	In Business	Private Company	Director	Active
MSW Mentoring Ventures	1995.03.14	AR Final Deregistration	Private Company	Director	Active

### Any other information

Mr Chikane has been a lifelong activist for human rights in South Africa, leading to various spells in detention and a period on Robben Island during the apartheid era. As a High Commissioner to Zambia, Mr Chikane appealed to Zambian police in the country to uphold the Constitution and respect the rights of citizens during the September 2011 polls.<sup>13</sup>

### Qualifications

Qualifications	Institution	Year
BA (Commerce)	University of Western Cape	Unknown <sup>14</sup>

<sup>13</sup> <<https://www.zambiawatchdog.com/chikane-urges-police-to-uphold-constitution-during-elections/>> Accessed 04/06/18.

<sup>14</sup> Date sourced [http://disa.ukzn.ac.za/sites/default/files/pdf\\_files/bio0000000.043.027.019.pdf](http://disa.ukzn.ac.za/sites/default/files/pdf_files/bio0000000.043.027.019.pdf)



## **Professional and Personal Conduct**

Mr Chikane was the 11<sup>th</sup> appellant in *S v Malindi and Others*<sup>15</sup> known as the Delmas Treason Trial. As the South African High Commissioner to Zambia, Mr Chikane published a report on the electoral observer mission in Zambia in 2011, with the aim of promoting transparency and democracy.<sup>16</sup>

In 2011 Mr Chikane spoke regarding the extradition of the Former Zambian President's son Henry Banda, "*Our Bill of Rights, which we take very seriously, does not allow us to extradite people to countries that have a death penalty ... It doesn't matter if somebody killed a hundred people, we can't extradite them to a country with a death penalty.*"<sup>17</sup>

## **Political Affiliation**

Mr Chikane was raised in the Mamelodi area in severe hardship and remained politically active through the UDF and various community projects. Mr Chikane was a founding member of the Mamelodi Action Committee in 1980.<sup>18</sup>

He was periodically detained throughout the seventies and eighties for several months at a time, as a result of his activism in the Apartheid struggle. In the succeeding years he worked with the UDF as a Regional Secretary, before joining the South African Parliament as an ANC MP in 1994.

---

<sup>15</sup> *S v Malindi and Others* [1989] ZASCA 175; [1990] 4 All SA 433.

<sup>16</sup> <[https://www.sadc.int/files/2714/0593/9261/SEAC-Republic\\_of\\_Zambia\\_Statement\\_2011.pdf](https://www.sadc.int/files/2714/0593/9261/SEAC-Republic_of_Zambia_Statement_2011.pdf)> Accessed 04/06/18.

<sup>17</sup> <<https://www.lusakatimes.com/2012/04/02/south-africa-require-solid-charges-extradite-henry-banda-sa-high-commissioner-zambia/>> Accessed 04/06/18.

<sup>18</sup> (n8) 8.

## Rev Bongani Finca

Reverend Finca boasts a distinguished career in public service and is currently serving as a Commissioner of the IEC. He has rich experience as an ordained cleric and also served as a Commissioner of the Truth and Reconciliation Commission (TRC). Prior to his appointment as IEC Commissioner in 2011, the Reverend had already worked with the Commission since 1998 as the Provincial Electoral Officer for the Eastern Cape. In addition, he sat on the executive committees and governing councils of numerous institutions since the 1980s. He was awarded an Honorary Doctorate in Public Service from the University of Maryland Eastern Shore in 2008.

### Work Experience

Position	Employer	Period
Minister of Religion in the Reformed Presbyterian Church	Somerville Mission, Tsolo, Transkei	1976 – 1985
Managing Director at Lovedale Publishing House	Alice	1985 – 1994
Transitional Homeland Administrator	Ciskei	1994 – 1995
Commissioner	TRC	1994 – 1995
Provincial Electoral Officer, Eastern Cape	IEC	1998 – 2011
Commissioner	IEC	2011 – Present

### Part-Time Employment

President	Border Council of Churches	1986 – 1994
Member of the Executive Committee	South African Council of Churches	1986 – 1993
Member of the Governing Council	Federal Theological Seminary of South Africa	1990 – 1993
Member and Vice-Chairman of the Governing Council	The University of Fort Hare	1998 – 2001
Chairperson of the Governing Council	Border Technikon	2002 – 2005

Member of the Governing Council	Walter Sisulu University	2005 – 2006
---------------------------------	--------------------------	-------------

### Qualifications

Qualification	Institution	Year
Bachelor's Degree in Systematic Theology	Associate Theological Seminary of SA	1975
Diploma in Global Politics and Development Studies	Selly Oak Colleges, Birmingham (UK)	1978
Partnership Student in Christian Stewardship	Church of Scotland, Edinburgh (UK)	1979
Honorary Doctoral Degree in Public Service	University of Maryland Eastern Shore (USA)	2008

### Previous IEC Work

During his tenure as IEC Commissioner, the Reverend joined his colleagues in speaking out against the misconduct that led to the resignation of former chairperson Pansy Tlakula. The maladministration in question concerned a hefty rental lease for IEC premises<sup>19</sup> – the details of which were revealed in a report issued by the Public Protector entitled ‘Inappropriate Moves’.<sup>20</sup> Following Ms Tlakula’s resignation, Rev Finca was implicated in allegations suggesting that he and Co-Commissioner Mr Terry Tselane had misspent institutional funds. This affair was dismissed by Mr Tselane as a ‘smear campaign’ and yielded little further media attention.<sup>21</sup>

In his previous role as Provincial Electoral Officer he stated that his team in the Eastern Cape was one of the best-performing teams in the country, and that he brought this ‘rural experience’ to his role as IEC Commissioner when elected in 2011. He asserts that he continues to ‘advocate for the policies that are sensitive to the challenges of the rural and underdeveloped communities of our country’. The Reverend’s seven-year term as IEC Commissioner is set to expire this year by ordinary application of

<sup>19</sup> Available at <https://citizen.co.za/news/south-africa/168465/four-commissioners-turn-against-pansy/> accessed on 2 June 2018.

<sup>20</sup> Available at [http://www.corruptionwatch.org.za/wp-content/uploads/migrated/REPORT%20NO%2013%20of%202013%202014%20\(3\).pdf](http://www.corruptionwatch.org.za/wp-content/uploads/migrated/REPORT%20NO%2013%20of%202013%202014%20(3).pdf) accessed on 3 June 2018.

<sup>21</sup> Available at <http://www.enca.com/south-africa/tselane-expense-claims-smear-campaign%E2%80%99> accessed on 2 June 2018.

the rules and he is eligible for re-appointment. His experience in the field has seen him embark on multiple international observer missions. An example is his serving as head of the SADC observer mission to the Seychelles for that country's national election.<sup>22</sup>

### **Business Interests**

<b>Company Name</b>	<b>Registration Date</b>	<b>Status</b>	<b>Type</b>	<b>Position</b>	<b>Status</b>
Outlook Publications	15.01.1969	AR Final Deregistration	Private Company	Director	Active

### **Political Affiliation**

No evidence of political affiliation. The candidate's CV specifies that he is not politically aligned with any party.

### **Any other information**

Rev Finca has, for decades, laboured amongst the cogs of social justice and democracy.<sup>23</sup> His managing directorship of Lovedale was a fitting start to a respected career in public service; the publishing house earned legendary historic status as a printing press for being the earliest distributor and promoter of African (especially isiXhosa) texts. His selection as Commissioner of the TRC cemented his role in South Africa's narrative on the transition to democracy.

He was appointed by the transitional government to the position of administrator of the Ciskei homeland, which saw him charged with overseeing its management and re-incorporation into the new Republic of South Africa. His knowledge and experience in that province saw him appointed to the position of provincial electoral officer; the mandate of which he undertook for fourteen years. The candidate draws attention to the underdeveloped nature of the Eastern Cape and accounts for this as the basis for which it could be regarded as the most challenging post for an electoral officer.

<sup>22</sup> Available at [https://www.sadc.int/files/8114/7393/1888/FINAL- Seychelles SEOM Interim Statement - OPDSA 12\\_09\\_16\\_0926HRS-1.pdf](https://www.sadc.int/files/8114/7393/1888/FINAL- Seychelles SEOM Interim Statement - OPDSA 12_09_16_0926HRS-1.pdf) accessed on 2 June 2018.

<sup>23</sup> Available at <http://www.elections.org.za/content/About-Us/Commissioner--Rev--Bongani-Finca/> accessed on 1 June 2018.

## **Prof. Mzamo Alexander Gumbi**

Prof Gumbi has widespread academic experience, including scholarships to Cambridge, Yale and Michigan State Universities and has carried out extensive research surrounding customary law and the Bill of Rights. Prof. Gumbi also has experience in training Prosecutors, Magistrates and legal advisors. In addition, he has been a Professor at South African universities, and established the Legal Aid Clinic at the University of Transkei. Prof. Gumbi was nominated for the role of Public Protector in 2016 but was unsuccessful.

### **Work Experience**

<b>Employer</b>	<b>Position</b>	<b>Period</b>
N/A	Legal and Human Rights Consultant	July 2010 – Present
Walter Sisulu University	Professor of Criminal Law	Sept 2008 – June 2010
Walter Sisulu University	Dean of Faculty of Law	2000 – 2002
Unitra	Professor of Law, Head of Department (Public and Private Law) and Chairperson of the Disciplinary Committee for Academics and non-academics	2000
M A Gumbi Incorporated	Managing Director	1998
University of Zululand	Registrar on Academic Administration	1994-1996
Electoral Tribunal of Independent Election Commission	Presiding Officer	1994
Small Claims Court, Port Elizabeth	Commissioner	1993
University of Transkei	Dean of Faculty of Law	1991 – 1993

University of Transkei	Professor and Head of Criminal and Procedural Law, Acting Head of Constitutional and Public International Law	1988
University Transkei	Head of Department and Supreme Court Assessor	1986
University of Bophuthatswana	Senior Lecturer in Public Law	June 1985
University of Zululand	Lecturer in Criminal and Procedural Law	1983
Criminal, Civil, Children's Courts in Umlazi, Durban	Senior Magistrate	1982
Civil and Criminal Courts	Magistrate	1977 – 1982
Zingolweni / Harding Magistrate's Court	Assistant Magistrate	1973 – 1977

### **Business Interests**

<b>Company Name</b>	<b>Registration Date</b>	<b>Status</b>	<b>Type</b>	<b>Position</b>	<b>Status</b>
Three Psalms Business Consulting	2017.08.31	In Business	Private Company	Director	Active

### **Any other information**

During his academic career he established a law clinic at the University of Transkei and oversaw the establishment of the Transkei Law Journal.

When interviewed for the position of Commissioner to the IEC in 2014 Prof. Gumbi stated; *“Over the years I was involved in the public service. In 1994, I was exposed to elections and attended to cases in Mpumalanga and KwaZulu-Natal and that raised my interests in elections.”*<sup>24</sup>

### **Qualifications**

<b>Qualifications</b>	<b>Institution</b>	<b>Year</b>
Sport Law Management	Nelson Mandela Metropolitan University	Aug 2007 – Aug 2008
Admitted as Attorney	Supreme Court of South Africa, Transkei Division	1998
Diploma in Law (American Legal Systems)	Michigan State University	1984-1985
LLM – Fullbright Scholarship	Tulane University, USA	1984 – 1985
Admitted as Advocate	Supreme Court of South Africa, Transkei Division	1993 – 1997
LLB – Law	University of Zululand	1982 – 1983
B.Juris	University of Zululand	1981
Diploma Juris	University of Zululand	1974 – 1976

### **Professional and Personal Conduct**

Prof. Gumbi is a member of the Black Lawyers Association, University Teachers of Law and the Law Society of the Cape of Good Hope. He was appointed to the Board of Directors for the Eastern Cape Development Corporation (ECDC) in 1997. He was a founder of the Student of Law Society for Human Rights, Street Law in Transkei and Unitra Legal Aid Clinic. He has stated that he is a Chairperson of the Board on the New Edition Booksellers Pty Ltd, and a board member of Boxing Board South Africa (BBSA), Daily Double Private Business School and International Private School.

<sup>24</sup> <https://www.news24.com/SouthAfrica/News/Introduce-e-voting-IEC-candidate-20141120>

He was among those nominated for the Public Protector position in 2016. He was not interviewed in the final selection process.

His addresses include to – the National Council of Provinces (NCOP) “Transformation of the Judiciary” and; to the Chiefs of the OR Tambo region “Equality Education; Human Rights; Access to Justice”.

We were unable to verify the information on his address to the NCOP, due to a lack of access to transcripts during the research process.

### **Political Affiliation**

During the 2014 IEC interview process, Prof Gumbi was questioned on his political orientation to which he stated; *“I am not involved with any political party, and I believe that one has to have a thick skin when dealing with politicians, or else you would collapse. You need a non-political person in order to deal with politicians efficiently.”*<sup>25</sup>

---

<sup>25</sup> <<http://www.destinyconnect.com/2014/11/21/prospective-iec-heads-grilled/>> Accessed 04/06/18.



## **Adv. Edward Nkhangweleni Lambani**

Advocate Lambani has a legal career that spans thirty years, he holds a B Proc from the University of Zululand, LLB from Univen, LLM in property law from the University of the Witwatersrand and an LLM (cum laude) in administrative and municipal law from the University of Johannesburg. His academic background includes graduate level degrees in law and more recently qualifications in church ministry (2015) and practical theology (2017). In previous roles he has had the opportunity to serve on national and regional electoral consultative missions and roles. He has previously worked with the Independent Electoral Commission (IEC): in 1993 when he was made the director of investigations and litigation to head the then Northern Transvaal; and again in 1998 when he served as the Chief Director for Legal Services and thereafter the senior manager for corporate services. Advocate Lambani also assisted with the drafting of the national and municipal electoral legislation. His relevant experience also includes service at the Limpopo Legislature.

### **Work Experience**

<b>Employer</b>	<b>Position</b>	<b>Period</b>
University of Venda	Director of Legal Services	2014-date
Unknown	Part Time Lecturer in Administrative Law	2015-date
Own private practice: Eddie Lambani Inc	Director	2012 - 2014
Limpopo Legislature	Secretary	2002 - 2011
IEC	Senior Manager, HR and Corporate Services	2001 - 2002
IEC	Chief Director: Legal Services	1998 – 2001
Randfontein Transitional Local Council	Chief Executive Officer	1996 - 1998
Various, including his own practice	Attorney	1990 - 1996
IEC	Director of Investigations and Litigation	1993 - 1994
University of Venda	Part time Law Lecturer	1990 - 1991
Community Advice Centre	Coordinator	1986 - 1987

Venda Development Corporation	Legal Assistant to Legal Advisor	1984 - 1986
Magistrates Court, Mutale District	Public Prosecutor	1983 - 1984
Hofmeyer, Van der Merwe Inc	Candidate Attorney	1988-1990

### Qualifications

Qualification	Institution	Year
Bachelor of Practical Theology	Kingdom Tabernacle International Bible College	2017
Diploma in Church Ministry	Kingdom School of Ministry	2015
LLM Administrative and Municipal Law	RAU	1999
LLM Property Law	WITS	1995
LLB	UNIVEN	1988
B. Proc	UNIZUL	1984

### Business interests

Company Name	Registration Date	Status	Type	Position	Status
Rhino Legal Protection	2007.06.28	AR Final deregistration	Close corporation	Member	Active
Univen Income Generation	2010.12.10	In Business	Private company	Director	Active
Lotsha Travel and Tourism	1995.02.09	AR Final deregistration	Private company	Director	Active

Nyendo Travel and Tourism	1995.04.05	AR Final deregistration	Private company	Director	Active
Modern Era Properties	1997.02.03	AR Final deregistration	Close corporation	Member	Active
Eddon Properties	1998.03.02	Final deregistration	Close corporation	Member	Active
Duelco Investments 19	2001.01.15	AR Final deregistration	Private company	Director	Active
Edladleni Catering	2002.02.13	AR Final deregistration	Close corporation	Member	Active
Univen Innovative Growth	2016.09.14	In Business	Private company/	Director	Active

### **Academic publications**

Lambani, Edward Nkhangweleni. "Tribunals for the determination of compensation in expropriation matters: a comparative study." (1993). <http://hdl.handle.net/20.500.11892/119207>

### **Any other important information**

Adv Lambani was previously recommended to serve as a full-time Commissioner on the South African Human Rights Commission. A Report of the Portfolio Committee on Justice and Correctional Services on the filling of vacancies at the South African Human Rights Commission, dated 1 November 2016 details how the vacancies at the Human Rights Commission were re-advertised following Parliament's consideration of their report and previously shortlisted candidates were asked to reapply.

Adv Lambani was not amongst those recommended for appointment after this process, it is unclear whether or not he had reapplied for the role.<sup>26</sup>

<sup>26</sup> Available at <https://pmg.org.za/files/160517SAHRCReport.doc>

**Political party affiliation**

No known political affiliations or improper professional conduct.

## **Ms Maletlatsa Monica Ledingwane (nee Ramohanoe)**

Ms Ledingwane is an admitted attorney who runs her own legal practice, a dress-making and selling business and manages a motel. Her career history includes roles in the Limpopo Legislature as well as the Independent Electoral Commission. Ms Ledingwane holds a BA in Law from the Lesotho University, an LLB from the University of Witwatersrand and Honours in Strategic Leadership Development. She also holds diplomas and certification in various aspects of the law, particularly in relation to mining and energy. A significant portion of her work experience was in roles held at the Department of Minerals and Energy – largely managerial roles. She has previously represented the Department as the head of Delegation during international assignments and bilateral talks regarding Minerals and Energy.

### **Work Experience**

<b>Employer</b>	<b>Position</b>	<b>Period</b>
Pabala Dress Designs	Partner	2017-date
Phiri's Motel	Sole Proprietor	2016-date
Ledingwane Attorneys	Sole Proprietor	2016 – to date
Hogan Lovells Attorneys	Consulting Attorney	2015 - 2016
Limpopo Legislature	Secretary/Head of Department	2013 - 2014
Gold Fields	VP Governance and Compliance	2013 - 2013
Ledingwane Attorneys	Sole Proprietor	2012 - 2012
University of Pretoria, Law Society LEAD	Candidate Attorney	2011 - 2012
Ledingwane Family	Trading and Projects	2010 - 2011
Shell Energy SA	Communications and Manager, Projects Coordination	2007 - 2010
Department of Minerals and Energy, Pretoria	Chief Director: Mineral Development	2007 - 2007
Petroleum Agency SA	Acting General Manager, Regulation	2006 – 2007

Department of Minerals and Energy	Various roles	1997 – 2006
Independent Electoral Commission	Presiding Officer: Party Agent	1999, 2000, 2011
Johannesburg City Council	Labour Relations Consultant	1996 – 1997
Magistrate Court, Maseru	Public Prosecutor	1990 – 1992
Part-time Teacher	WUS School, Rome	1987-1988

### Qualifications

Qualification	Institution	Year
Various Certificates in Management and Law	Various	1997-2017
Honours: Presidential Strategic Leadership Development	SA Management Development Institute	2003 – 2004
LLB	WITS	1994 – 1996
BA Law	Lesotho University	1986 – 1990

### Business interests

Company Name	Registration Date	Status	Type	Position	Status
African Elegance Boutique	2010.05.26	Reinstatement process	Close corporation	Member	Active
SMF Developers	2012.08.21	Deregistration process	N/A	Director	Active
Rale Consultants	2012.10.10	Deregistration process	Private company	Director	Active
Phiri's Motel	2013.01.14	In Business	Private company	Director	Active

Ledingwane Properties	2015.11.03	In Business	Private company	Director	Active
-----------------------	------------	-------------	-----------------	----------	--------

**Academic publications**

Unknown.

**Political party affiliation**

Ms Ledingwane stood for election in 2016 as an African National Congress ward councillor for the Tshwane Metro Municipality, ward number 79900084.

## Mr Landiwe Jackie Mahlangu

Mr Landiwe Jackie Mahlangu is a Director and the Chairman at Amazwe Holdings. He holds a B. Admin, B.Admin Honors (Economics), MSc (Economics). Furthermore, he completed a Higher Certificate in Financial Markets and Instruments and Executive Development Programme (EDP). Mr Mahlangu is an economist by training and has experience in development and financing infrastructure sectors including Water, Electricity, Housing and Municipal Services while working for the Development Bank of Southern Africa (DBSA). At DBSA, he held different executive management positions the last one being Head: Operations Evaluation Division, responsible for monitoring, and evaluation of all DBSA Operations. He spent nine months as a Distinguished Research Visitor at the Centre for Research into Finance and Economics in Southern Africa (CREFSA) which is based in the London School of Economics.<sup>27</sup>

### Work Experience

Employer	Position	Period
Amazwe Capital	Chairman and Director: Strategy	2014 – date
Municipal Demarcation Board	Chairperson	2009 – 2014
Development Bank of Southern Africa (DBSA)	Division Executive: Operations Evaluation Division	2006 – 2009
DBSA	Head: Operations Secretariat	1998 – 2006
DBSA	Project Economist	1996 – 1998
Financial and Economic Services	Financial Programme Leader	1992 – 1994
Unknown	Regional Coordinator	1990 – 1992
DBSA	Development Researcher	1988 – 1990
DBSA	Graduate Trainee	1987 – 1988

<sup>27</sup> See more at <http://www.amazwecapital.co.za/Team.html>



## Qualifications

Qualification	Institution	Year
Foundation Programme in Venture Capital and Private Equity	SAVCA	Unknown
Advanced Project Finance	Euromoney	Unknown
International Programme on Development Evaluation (IPDET)	World Bank and Carlton University, Canada	2007
Business and Environment Programme	University of Cambridge	2007
Higher Certificate in Financial Markets and Instruments	Academy of Financial Markets	2001
MSc in Macro-Economic Policy and Planning	Development and Project Planning Centre, University of Bradford	1995
Honours B Admin (Economics)	UNISA	1989
B. Admin	University of Zululand	1986

## Business interests

Mr Mahlangu has various business interests, including those in Amazwe Capital (Amazwe Holdings) and Inter-waste Holdings Limited in his curriculum vitae.

Company Name	Registration Date	Status	Type	Position	Status
Northern streams investments	2001-11-01	AR Final deregistration	Private company	Director	Active
3JC Communications	2002-07-24	AR Deregistration	Close corporation	Member	Active

Katenge Tubular Construction	2009.02.24	Failed to comply/Final liquidation	Private company	N/A	Active
Esteq Consulting	2010.10.05	In Business	Private company	Non-Executive Director	Active
Amazwe Properties	2016.04.20	In Business	Private company	Director	Active
Therawell waste	2013.05.28	In Business	Private company	Director	Active
Amazwe Advisory Services	2015.02.27	In Business	Private company	Director	Active
The Gaffney Group	2015.06.11	Deregistration process	N/A	Director	Active
Chamber Investment Partners	2017.02.10	In Business	Private company	Director	Active
Northern Streams Investment	2001.11.01	AR Final deregistration	Private Company	Director	Active
Amazwe holdings	2016.04.20	In Business	Private company	Director	Active
Amazwe Capital	2012.01.27	Deregistration process	Private company	Director	Active

### **Academic publications**

Mahlangu, Landiwe. "Experimental Constitutionalism." *The Selfless Constitution: Experimentalism and Flourishing as Foundations of South Africa's Basic Law* (2013). Available at:

[https://www.researchgate.net/publication/313242066\\_The\\_Selfless\\_Constitution\\_Experimentalism\\_and\\_Flourishing\\_as\\_Foundations\\_of\\_South\\_Africa%27s\\_Basic\\_Law#page=212](https://www.researchgate.net/publication/313242066_The_Selfless_Constitution_Experimentalism_and_Flourishing_as_Foundations_of_South_Africa%27s_Basic_Law#page=212)

### **Any other important information**

Mr Mahlangu has participated (as a speaker) in several international conferences and seminars on financing and development. He has also served as a Chief Economist of the National Federated Africa Chamber of Commerce and Industry (NAFCOC) and has issued statements on the International Monetary Fund downward revision of South Africa's growth.

### **Political party affiliation**

No known political affiliations or improper professional conduct.

## Ms Nomonde Tantaswa Mapetla

Ms. Mapetla is an economist and has a managerial career that spans over 25 years. She holds a Post Graduate Diploma in Economics, an MA in Economics, an MBA from the De Montfort University and a BA in Economics and Accounting. She has held positions at Eskom, the Department of Public Enterprises, Enterprise South Africa and the National Electricity Regulator of South Africa. She was appointed as the Chief Executive Officer of the Estate Agency Affairs Board (the EAAB) in 2004 on a three-year contract that was subsequently renewed. She was suspended and dismissed at a time when she was investigating suspected unethical conduct by several estate agents. She lodged a complaint with the Office of the Public Protector and it was determined that she was wrongfully terminated from her role as the Chief Executive Officer and received a public apology. The then Public Protector, Advocate Thuli Madonsela investigated the actions of the Board presided over by Mr Thamsanqa Bolani in 2011 and found that she: “was improperly suspended and dismissed as the Chief Executive Officer of the EAAB; was victimised for uncovering and pursuing abuse of funds by estate agents; and suffered prejudice as a result of the improper suspension and dismissal.”<sup>28</sup>

### Work Experience

Employer	Position	Period
Forever Africa Pty	Chief Executive Officer	2012 – date
Estate Agency Affairs Board	Chief Executive Officer	2004 – 2011
National Electricity Regulator	Executive Manager	2002 – 2004
Enterprise South Africa	Chief Executive Officer	2000 – 2002
Office of Public Enterprises	Head of the Office	1998 – 2000
Eskom	Business Development Manager	1993 - 1998

### Qualifications

Qualification	Institution	Year

<sup>28</sup> See more at [https://www.eaab.org.za/article/apology\\_by\\_estate\\_agency\\_affairs\\_board\\_to\\_mrs\\_nomonde\\_mapetla](https://www.eaab.org.za/article/apology_by_estate_agency_affairs_board_to_mrs_nomonde_mapetla) also available is a copy of the 2016 report by the office of the Public Protector “collateral damage a report that relates to an investigation into the alleged maladministration and abuse of power by board of the Estate Agency Affairs Board through its termination of the contract of employment of Mrs Nomonde Tantaswa Mapetla, former Chief Executive Officer of the EEACB without instituting a disciplinary hearing” Report No. 9 of 2016/17 available at <https://mkuseli.files.wordpress.com/2017/01/report-no-9-of-2016-2017collateral-damage-a-report-that-relates-to-an-investigation-into-the-alleged-maladministration-and-abuse-of-power-by-board-of-the-estate-agency-affai.pdf> and <https://nationalgovernment.co.za/entity.../1315/2017-public-protector-annual-report.pdf>

MBA	De Montfort University	2003
Executive Development Programme	National University of Singapore	2000
MA Economics	Bell State University, Indiana	1980
Diploma Development Economics	Economics Institute, Colorado	1979
BA Economics	National University of Lesotho	1977

### Business interests

Company Name	Registration Date	Status	Type	Position	Status
Forever Africa	1995.12.05	In Business	Private Company	Director	Active
Jabula Travel	1997.07.01	AR Final Deregistration	Private Company	Director	Active
FinTrain	2002.07.11	AR Final Deregistration	Close Corporation	Member	Active
Lwazi Management Solutions	2003.04.16	AR Final Deregistration	Private Company	Director	Active
Sandsave Marketing 18	2007.02.17	AR Final Deregistration	Private Company	Director	Active
Sindani Trading	2007.03.15	AR Final Deregistration	Private Company	Director	Active
ViturSpace	2013.10.02	In Business	Private Company	Director	Active
Enyatype	2014.08.27	Deregistration process	Private Company	Director	Active

Uvuvio Holdings	2017.08.23	In Business	Private Company	Director	Active
-----------------	------------	-------------	-----------------	----------	--------

**Academic publications**

Unknown.

**Political party affiliation**

No known political affiliations or improper professional conduct.

## Dr. Nomsa Praisny Masuku

Dr Masuku is currently the Electoral Commission's Deputy Chief Electoral Officer responsible for Outreach. She previously headed Standard Bank's Corporate Social Investment Unit. Before she joined Standard Bank, Dr. Masuku worked for the Electoral Commission of South Africa for eight years in various roles as a Manager, Deputy Director and Speech Writer. Dr Masuku has a PhD in English from the University of Birmingham, UK. She has lectured at university level. She has worked with a number of women's groups including Women and the Law in South Africa, and the Swaziland Action Group Against Abuse. Dr Masuku was named the top Strategic Leadership Programme (SLP) student in 2005. This is an initiative of the International Women's Forum South Africa run in partnership with the Gordon Institute of Business Science.<sup>29</sup>

### Work Experience:

Employer	Position	Year
Independent Electoral Commission of South Africa (IEC)	Deputy Chief Electoral Officer: Outreach	May 2013 – Present
Standard Bank Group Ltd	Director/Head: Corporate Social Investment	October 2009 – April 2013
Standard Bank Group Ltd	Senior Manager: Corporate Social Investment	May 2006 – September 2009
Independent Electoral Commission, South Africa (IEC)	Manager: Electoral Democracy Development and Education	May 2001 – April 2006
Independent Electoral Commission, South Africa (IEC)	Deputy Director: Education and Research	1999 – April 2001
Independent Electoral Commission, South Africa (IEC)	Speech writing	March 1999 – March 2001
Department of Welfare, South Africa	Editing and synthesis	1999

<sup>29</sup> See her profile at <http://www.elections.org.za/content/About-Us/Deputy-CEO--Outreach/>

Independent Electoral Commission, South Africa (IEC)	Deputy Director: Voter Education	June 1998 – 1999
UNICEF	Report Editor	1997 – 1999
Macmillan Publishers, Swaziland	Editor, Expert Resource/Consultant	1997 – 1999
Women & Law in South Africa (WLSA)	Researcher, Editor	1997 – 1999
University of Birmingham, UK	Lecturer, Hall Tutor, Academic Tutor	1994 – 1996
University of Swaziland (UNISWA)	Lecturer	October 1986 – May 1998
Teachers' Service Commission (Swaziland Government)	Languages Teacher (Salesian High School)	June 1986 – September 1986.

### Qualifications:

Institution	Qualification	Year
University of Birmingham, UK	PhD in English (Applied Linguistics)	1992 – 1996
University of Sydney, Australia	Masters in Applied Linguistics	1988 – 1990
University of Sydney, Australia	Diploma in Teaching English as a Foreign/Second Language	1988
University of Swaziland	BA Humanities Concurrent Diploma in Education (Incomplete)	1982 – 1986



**Specialised Courses:**

<b>Institution</b>	<b>Course</b>	<b>Period</b>
Thunderbird School of Global Management, Arizona USA	Global Executive Leadership Programme	2010
Standard Bank Global Leadership Centre	Executive Leadership Programme	2009
Standard Bank Global Leadership Centre	Senior Leadership Programme	2006
International Women's Forum/Gordon's Institute of Business Science (GIBS)	Strategic Leadership	2004 – 2005
African Centre for the Constructive Resolution of Disputes (ACCORD)	Introduction to Conflict Management	2001
KPMG (KC Learning)	Project Management	2001
The British Council	Education for Citizenship: Preparation in Schools for Full Participation in Democracy and Adult Life	1999
The Centre for Human Rights, University of Pretoria	Human Rights Spring Course	1999
British Association of Literacy in Development (BALID)	Women and Literacy in the Development Process	1993
Human Sciences Research Council (HSRC)	Research Methodology in the Social Sciences	1991

**Other Information:**

Dr Masuku is a founding member of the Swaziland Action Group Against Abuse (SWAGAA). She is a member of the National Democracy and Human Rights Education Forum as well as a member of the Working Group for the generation of standards for the SGB: Democracy, Human Rights & Peace

Education in the South African Qualifications Framework. Dr Masuku is a member of the Working Group for the infusion of Human Rights and Inclusivity in the formal curriculum for the General Education and Training Band. She is also a member of the Working Group for the infusion of Human Rights, Inclusivity & HIV/AIDS in the formal curriculum for the Further Education and Training Board. Moreover, she is a member of the Corporate Social Investment (CSI) Working Group – Banking Association of South Africa. Dr Masuku is a representative of the Banking Association of South Africa to the CSI/Socio-Economic Development Trade Association Committee. She is a former board member of Open Society Foundation (South Africa)<sup>30</sup> and a voting member of World Alliance for Citizen Participation (CIVICUS).

**Political Affiliation**

Unknown.

---

<sup>30</sup> <http://www.osf.org.za/the-osf-sa-board-1/>

## Mr. Jabulani Christopher Mepha

Mr Mepha worked for the Independent Electoral Commission (IEC) for 16 years from July 1998 until September 2014. At the IEC he occupied the post of Provincial Electoral Officer: Free State. He has a Masters in Governance and Political Transformation from the University of the Free State. He has various business interests.

### Work Experience

Employer	Position	Period
University of the Free State	Part time lecturer at the Centre for Africa Studies	2016 – present
Department of Local Government	Transition Manager: Incorporating Naledi Municipality and Mangaung Metro Municipality	March 2016 – present
Independent Electoral Commission, South Africa (IEC)	Provincial Electoral Officer: Free State	July 1998 – September 2014
Free State Agriculture and Eco-Tourism <sup>31</sup>	Chief Executive Officer	May 1997 – June 1998
Intercontinental Breweries	Sales Representative	1975 – 1979
Sterling Drug Ltd	Salesman	1971 – 1979

### Qualifications

Institution	Qualification	Year
University of Pretoria	Certificate in Senior Management Programme	2002
University of Free State	Master's Degree in Governance and Political Transformation	2001
Newport University	Bachelor in Business Administration	1999
College of Management	Diploma in Management	April 1998

<sup>31</sup> On his LinkedIn Profile there is no mention of this position but rather that of a regional manager: Free State and North West for 'South African Housing'.

College of Management	Diploma in Financial Management	September 1998
College of Management	Diploma in Marketing Management	March 1999

**Business Interests:**

Company Name	Registration Date	Status	Type	Position	Status
Brainwave Projects	26.11.2003	AR Final Deregistration	Close Corporation	Member	Active
Smokey Mountain Trading	10.02.2004	AR Final Deregistration	Private Company	Director	Active
AdPoint IT Supplies	06.03.2007	AR Final Deregistration	Close Corporation	Member	Active
Shadow Moon Trading	26.04.2007	Deregistration process	Close Corporation	Member	Active
NTSU Trading	26.07.2007	Deregistration process	Close Corporation	Member	Active
Bai Nthabi	14.06.2010	Deregistration process	Private Company	Director	Active
K201522149 South Africa	29.07.2015	Deregistration process	Private Company	Director	Active

**Affiliations**

Mr Mepha is a self-proclaimed ‘staunch and active member’ of the African Methodist Episcopal Church.

**Political Affiliations**

He was an active member of the UDF from 1987 – 1990 when it was dissolved. He was the chairperson of the African National Congress (ANC) Blomanda Branch from 1988 - 1994. He was a delegate to the ANC National Conference in 1990 and he was the Deputy Chair of the ANC Central Branch from 1995 – 1998.

## Mr. Mosotho Simon Moepya

Mr Moepya served in the Independent Electoral Commission (IEC) for more than 18 years. He served for 5 years as the Chief Electoral Officer (CEO) of the IEC where he oversaw both the 2014 national and provincial elections and the 2016 municipal elections. In 2017 Mr Moepya's contract term as the CEO of the IEC came to an end. In 2013 the Public Protector's report indicated that due to improper conduct on the part of Mr. Moepya he should face disciplinary action-no disciplinary action had been taken at the time of his departure in 2017. Mr Moepya has an MBA from the University of Stellenbosch Business School.

### Work Experience

Employer	Position	Period
Self-Employed	Principal Consultant	1 April 2017 – present
Electoral Commission of South Africa (IEC)	Chief Electoral Officer	February 2012 – 31 March 2017
Electoral Commission of South Africa (IEC)	Deputy Chief Electoral Officer	February 2001 – February 2012
Electoral Commission of South Africa (IEC)	Senior Manager: Electoral Logistics, Planning and Voting Station Infrastructure	1999 – February 2001
Electoral Commission of South Africa (IEC)	Manager: Electoral Logistics	1998 – 1999

### Qualifications

Qualification	Institution	Year
Master of Business Administration (MBA)	University of Stellenbosch Business School	Not Available
Honours in Business Administration	University of Stellenbosch Business School	Not Available
University Education Diploma	University of the North	Not Available
Bachelor of Commerce Degree	University of the North	Not Available

**Business Interests:**

Company Name	Registration Date	Status	Type	Position	Status
Aluwe International (South Africa)	04.03.2005	AR Final deregistration	Private Company	Director	Active

He is currently a board member for Christian Businessmen’s Connection (CBMC) South Africa.

**Personal or Professional Allegations/Complaints:**

In 2013, former Public Protector Thuli Madonsela released her report titled “Inappropriate Moves” in which she recommended disciplinary action be taken against Mr Moepya and two other senior officials for failing to provide her with the budget as well as full sets of minutes of the Commission’s meetings in connection with the procurement of premises to accommodate the head offices of the Commission. This she held was in violation of their constitutional obligations to cooperate with the Public Protector. She held that their conduct in relation to cooperation with regard to information requests and treatment of employees that cooperated in the investigation became an issue of concern.<sup>32</sup> Report can be accessed

here:[http://www.pprotect.org/sites/default/files/Legislation\\_report/REPORT%20NO%2013%20of%202013%202014%20%283%29.pdf](http://www.pprotect.org/sites/default/files/Legislation_report/REPORT%20NO%2013%20of%202013%202014%20%283%29.pdf)

In 2014, Mr Moepya was accused of allocating funding of about R500 000 to Ms Tlakula’s personal legal battle against the Public Protector’s report. This decision was alleged to have been taken without any authorisation.<sup>33</sup>

In 2016, Mr Moepya was accused by the Pan Africanist Congress of Azania (PAC) for preventing it from participating in the local government elections.<sup>34</sup>

---

<sup>32</sup> Report of the Public Protector in Terms of Section 182(1)(b) of the Constitution of the Republic of South Africa, 1996 and Section 8(1) of the Public Protector Act, 1994

<sup>33</sup> See <https://www.heraldive.co.za/news/2014-04-30-new-row-as-iec-plans-to-pay-tlakulas-legal-fees/>

<sup>34</sup> See <https://www.pressreader.com/south-africa/sowetan/20160617/281612419686699>

**Academic Publications:**

Moepya, Mosotho. 2010. "The Role of Multi-party Liaison Committees in Preventing and Managing Conflicts in South Africa." In *When Elephants Fight: Preventing and Resolving Election-related Conflicts in Africa*, ed. Khabele Matlosa, Gilbert M. Khadiagala, and Victor Shale. Johannesburg: Electoral Institute for Sustainable Development in Africa.

**Political Party Affiliation:**

Not disclosed.

## Ms Lindiwe Faith Mokate

Lindiwe Mokate is an International and Development Management Professional. She is a Human Rights Expert, Consultant, Policy Analyst and Advisor and she is a former South African Human Rights Commission (SAHRC) Commissioner and CEO<sup>35</sup>. She spent 18 years in political exile in Africa and the United Kingdom where she schooled and worked. She then worked in the Reconstruction and Development Programme and Poverty Eradication programme during former President Nelson Mandela's administration. She holds a Bachelor of Science (Honours) degree in Economics, a Master's in Economics and Master's in Education.<sup>36</sup>

### Work Experience

Employer	Position	Period
South African Human Rights Commission	Commissioner	2009-2016
Parliament of Republic of South Africa	Head of International Relations	2006-2009
South African Human Rights Commission	CEO	1998-2005
Department of Trade and Industry	Advisor to Deputy Minister	1997-1998
Presidency (RDP)	Programme officer	1994-1996
Wigan Metropolitan Borough Council, UK	Member	Prior to 1994

<sup>35</sup> Lindiwe Mokate. Available at: <http://www.sahrc.org.za/home/indexb5de.html?ipkContentID=78&ipkMenuID=60> [Accessed 31 May 2018].

<sup>36</sup> Ibid.



## Qualifications

Qualification	Institution	Year
BSc (Hon) Economics	Unknown	Unknown
M Education	Unknown	Unknown
MA Economics	Unknown	Unknown

## Any other information

Ms Mokate possesses 23 years' experience leading national institutions and has expert knowledge in human rights, organisational management and international relations through her work in government, the NGO field and Parliament. She has also worked in close collaboration with the United Nations, African Union and the Commonwealth. Ms Mokate has previously championed the Business and Human Rights Programme and produced the "Human Rights and Business Country Guide for South Africa" at the SAHRC.

She further participated in the facilitation of the development of the Promotion of Equality and Prevention of Unfair Discrimination Act (PEPUDA) and Promotion of Access to Information Act (PAIA) during her tenure as the CEO at the Human Rights Commission amongst others.

## Business Interests

Company Name	Registration Date	Status	Type	Position	Status
Thare Development Agency	1998.10.16	AR Final Deregistration	Close Corporation	Member	Active
Mazingura Development Projects	2002.05.28	AR Final Deregistration	Private Company	Director	Active
Isinandi Investments	2004.09.29	AR Final Deregistration	Close Corporation	Member	Active

Thare Construction	2006.03.13	AR Final Deregistration	Close Corporation	Member	Active
Lida Developments	2006.04.10	AR Final Deregistration	Close Corporation	Member	Active
Lindisa Investments	2005.06.20	AR Final Deregistration	Private Company	Director	Active
Nyusa Advisory	2017.03.23	In Business	Private Company	Director	Active
Zabo Investment Holdings	2006.05.25	AR Final Deregistration	Close Corporation	Member	Active
Teli Development Consultancy	2006.08.25	AR Final Deregistration	Close Corporation	Member	Active

### **Professional and Personal Conduct**

She faced allegations of mismanagement and wasteful expenditure during her term as CEO at the Human Rights Commission after which she resigned<sup>37</sup>. She was further accused of bullying staff members and tampering with reports<sup>38</sup>

### **Academic Publications**

Ms Mokate is associated with the following publications:

Children, Poverty and Disparity Reduction – Towards fulfilling the rights of South Africa’s Children;

Equity and Child Rights – A Statistical Analysis;

A Charter of Basic Education Rights for Children<sup>39</sup>;

<sup>37</sup> Human Rights CEO Resigns: Available at: <https://www.iol.co.za/news/politics/human-rights-ceo-resigns-258798> [Accessed 31 May 2018].

<sup>38</sup> South African Human Rights Commission staff round on officials. Available at: <https://mg.co.za/article/2016-10-21-00-human-rights-staff-round-on-officials> [Accessed 31 May 2018]. Comment on SAHRC Nominees, Available at: <http://annemarirobb.wixsite.com/sahrcnominations2016/single-post/2016/10/12/Comment-on-Shortlist> [Accessed 31 May 2018].

<sup>39</sup> <http://www.sahrc.org.za/home/indexb5de.html?ipkContentID=78&ipkMenuID=60> [Accessed 31 May 2018].

Poverty Traps and Social Exclusion among South Africa's Children<sup>40</sup>.

Lindiwe, Mokate. 2014. Aligning Political Leverage, Knowledge and Social Mobilization: Strategies to promote the New Agenda. Available at: [http://africainequalities.org/pub\\_author/lindiwe-faith-mokate/?post\\_type=publication](http://africainequalities.org/pub_author/lindiwe-faith-mokate/?post_type=publication) [Access date: 31 May 2018].

Lindiwe Mokate. 1996. Children and development: Pursuing policy and Priority in the New South Africa. Available at: <https://onlinelibrary.wiley.com/doi/abs/10.1002/%28SICI%291099-1328%28199611%298%3A6%3C841%3A%3AAID-JID406%3E3.0.CO%3B2-E>

[Access date: 31 May 2018].

**Political Affiliation**

Not disclosed.

---

<sup>40</sup> <https://pmg.org.za/committee-meeting/17865/> [Accessed 31 May 2018]

## Ms Bernedette Muthien

Bernedette Muthien is currently a part-time Commissioner at the Commission for the Promotion of the Rights of Cultural, Religious and Linguistic Communities. She specialises in research, producing publications, needs assessments and situation analyses, facilitation (including diversities), and programmes designed specifically for unique organisations and contexts. She is a consultant to various national and local government departments including Parliament and the Speaker’s Office, Health and Justice. She holds a Bachelor of Social Science Honours from the University of Cape Town and a Master’s in Political Science from Stellenbosch University. She was an Andrew W Mellon Research Fellow and the first Fullbright-Amy Biehl Fellow.

### Work Experience

<b>Employer</b>	<b>Position</b>	<b>Period</b>
Commission for the Promotion of the Rights of Cultural, Religious and Linguistic Communities	Commissioner	April 2014 – present
Transitional Advisory Group, International Institute of Peace, USA.	Member	2014- present.
International Advisory Board of International Journal, Human Security Studies	Member	2002 – present.
Executive Council International Peace Research Association	Member	2000- present.
Global Political Economy Commission	Convenor	2000- present.
African Peace Research and Education Association	Co-Founder and Deputy Chair	2000- present.
Shonaquip (Pty) Ltd	Member of Board of Directors	2015-2016

Council of Iziko Museums of South Africa	Chair of Strategy and Policy; Chair of Special Committee on Human Remains and	2013-2016
Department of Women in the Presidency: Social Transformation and Economic Empowerment	Deputy Director General	Jun 2015 – August 2016
Independent Consultancy: Bernedette Muthien & Associates	Consultant	2013-2015
Engender	Executive Director and Co-Founder	2003-2013
Gender Education Training Network	Member of Board	2011
Centre for Gandhian Studies	Visiting Fellow	2010
Gender Advocacy Programme	Member of Board	2009-2010
International Advisory Board of International Resource Network	Co-Founder	2002-2006
University of Western Cape; Government; University of Cape Town; Gender Advocacy Programme; University of Leuven, Belgium; Panos Southern Africa	Independent Consultant	2001- 2003
African Gender Institute, University of Cape Town	Programme Convenor	1999-2001

Executive Council of South African Association for Conflict Intervention	Member	1997-2001
Bonn International Centre for Conversion and Centre for Conflict Resolutions Joint Project on Demilitarisation and Peacebuilding	Research Associate	1998-2000
Quaker Peace Centre	Programme Coordinator and Researcher	1996 - 1998
National Association of Democratic Lawyers	Senior Researcher	1999
Independent Electoral Commission	Election Administrator and Counting Monitor	1994
IDASA Western Cape	Senior Facilitator	1993-1994
Local student, youth and community societies including Congress of South African Students.	Leadership positions	1979-1993

### **Business interests**

Bernedette is the founder of Bernedette Muthien & Associates, which organizes events, research and evaluations <sup>41</sup>. We were unable to verify whether this organisation or company is still in operation.

### **Commitment to Human Rights**

Ms Muthien has over 20 years' experience in civil society, academia and the public sector. Furthermore, she serves on international advisory boards such as the Institute on Peace Education and the *Human Security Studies* international journal. She is skilled in conflict resolution, financial

---

<sup>41</sup> Bernedette Muthien & Associates Available at: [https://www.facebook.com/pg/bernedettemuthienandassociates/about/?ref=page\\_internal](https://www.facebook.com/pg/bernedettemuthienandassociates/about/?ref=page_internal) [Accessed 31 May 2018].

and business acumen, development, management and programme design to name a few. She has published over 200 publications and conference presentations.

### Qualifications

Qualification	Institution	Year
Executive Course Certificate: Evidence Based Policy Making and Implementation	Graduate School of Development Policy and Practice, UCT and DPME	2015
MA Political Science	Stellenbosch University	2006-2007
B.Soc.Sci.Honours (Political Studies)	UCT	1993
BA (Political Studies, English Language and Literature, IsiXhosa)	UCT	1990-1992
Andrew W Mellon Research Fellowships	Unknown	2006-2007
Fellowship and Travel Grant	National Research Foundation	1999-2000
First Fulbright-Amy Biehl Fellowship	Stanford University	1994-1995
Various University Scholarships	Centre for Science Development and German Academic Exchange Service	1990-1993
Deans Merit List	Unknown	1992

### Professional and Personal Conduct

Ms Muthien has stated that she worked with the IEC in 1994 as an Election Administrator and Counting Monitor. She is also a poet and speaks on issues surrounding gender-based violence and

female oppression<sup>42</sup>. Moreover, her comments on cursing and gender were cited in the following article <https://www.news24.com/Archives/City-Press/Dookoom-Why-not-Larney-Jou-Piel-20150429><sup>43</sup>.

### **Academic Publications**

She has produced more than 170 publications and presentations on 6 continents and some of her work has been translated into several European languages<sup>44</sup>. Some of her publications are:

Bernedette, Muthien. The Khoisan and Partnership: Beyond Patriarchy & Violence. Available at: <http://scholar.sun.ac.za/handle/10019.1/1879> [Accessed 31 May 2018].

Bernedette, Muthien. Queering Borders: An Afrikan Activist Perspective. Available at: [https://www.tandfonline.com/doi/citedby/10.1300/J155v11n03\\_14?scroll=top&needAccess=true](https://www.tandfonline.com/doi/citedby/10.1300/J155v11n03_14?scroll=top&needAccess=true) [Accessed 31 May 2018].

Bernedette, Muthien. Human Security Paradigms through a gendered lens. Available at: <https://www.tandfonline.com/doi/abs/10.1080/10130950.2000.9675811> [Accessed 31 May 2018].

Bernedette, Muthien. Strategic interventions: intersections between gender-based violence and HIV/AIDS. Available at: <https://www.tandfonline.com/doi/abs/10.1080/10130950.2004.9674520> [Accessed 31 May 2018].

Bernedette, Muthien. Leader and Renewal: Cite, site and sight in women's movements. Available at: <https://link.springer.com/article/10.1057/palgrave.development.1100222> [Accessed 31 May 2018].

Bernedette, Muthien. Human Security and Layers of Oppression: Women in South Africa in Chapter 3. Available at: <https://www.taylorfrancis.com/books/e/9781136198137/chapters/10.4324%2F9780203085431-9> [Accessed 31 May 2018]

---

<sup>42</sup> Nasty Women. Available at: <https://www.nastywomen.org.za/author/bernedette-muthien/> [Accessed 31 May 2018] ; Fair Observer: Gender based violence in South Africa: Interview with Bernedette Muthien Available at: <https://www.fairobserver.com/region/africa/gender-based-violence-south-africa-interview-bernedette-muthien/> [Accessed 31 May 2018] and Right Activists call for women empowerment especially for those in rural areas: Available at: <https://www.parliament.gov.za/news/rights-activists-call-empowerment-women-especially-those-living-rural-areas> [Accessed 31 May 2018].

<sup>43</sup> Dookoom: Why not Larney Jou Piel? Available at : <https://www.news24.com/Archives/City-Press/Dookoom-Why-not-Larney-Jou-Piel-20150429> [Accessed 31 May 2018].

<sup>44</sup> Berndette, Muthien. Available at: <https://www.linkedin.com/in/bernedettemuthien/> Accessed [ 31 May 2018]



**Political Affiliation**

Not disclosed.

## **Adv. Lufuno Tokyo Nevondwe**

Adv. Lufuno Tokyo Nevondwe was admitted as an advocate in 2007. He is currently a Senior Lecturer in the Department of Mercantile and Labour Law at the University of Limpopo<sup>45</sup>.

According to his curriculum vitae, he is also the current Chairperson of the National Lottery Participants Trust<sup>46</sup>. He holds a Bachelor of Laws and Master of Laws from the University of Venda. He is currently a Doctor of Laws candidate at the University of Limpopo.

### **Work Experience**

<b>Employer</b>	<b>Position</b>	<b>Period</b>
Senior Lecturer	University of Limpopo	2010 – current.
Board Chairperson	National Lottery Participants Trust	December 2017- current.
Audit Committee member	Parliament of Republic of South Africa	April 2015- current.
Council Member	Films and Publication Board Council	September 2010- current.
Chairperson	Appeal Board for Safety at Sports and Recreation Events	2016 -2018
Council Member	Nelson Mandela Museum (Mthatha)	2016-2018
Member of the Audit and Risk Committee	Companies Tribunal	August 2012 -January 2018
Acting Chairperson	Co-operative Banks Development Agency	July 2017- December 2017.
Board Deputy Chairperson	Thohoyandou Victim Empowerment Programme	January 2014 – December 2017

<sup>45</sup> University of Limpopo: SOL Staff Members. Available at: [https://www.ul.ac.za/index.php?Entity=sol\\_staff](https://www.ul.ac.za/index.php?Entity=sol_staff) [Accessed 31 May 2018].

<sup>46</sup> No information was found online pertaining to the National Lottery Participants Trust.

Chairperson	Audit and Performance Committee, Mkhondo Municipality, Mpumalanga Province	May 2014 to December 2017
Council Member	International Air Services Council	2014-2017
Chairperson	Civil Aviation Appeal Committee, Department of Transport	November 2011 – December 2017.
Member of the Audit and Performance Committee	Ndwendwe Local Municipality	September 2010 - December 2017
Council Member	National Health Research Ethics Council	2010-2016
Alternate Member	Limpopo Consumer Affairs Consumer	February 2010- April 2016
Member of the Audit Committee	Thabazimbi Local Municipality	2013-2016
Board Member	National Health Laboratory Service	January 2013- March 2015
Member of the Audit Committee	Mkhondo Local Municipality	February 2011- January 2014
Board Member	Special Pensions Appeal Board	August 2009- October 2012
Chairperson	Correctional Supervision and Parole Board, Department of Correctional Services	Resigned 2011
Assistant Pension Fund Adjudicator	Office of the Pension Funds Adjudicator	Resigned 2010
Visiting Senior Lecturer (Part time)	North-West University	June 2009- December 2009
Tutor (Part time)	University of South Africa	2008

Lecturer	University of Limpopo	2006- Resigned 2007
Candidate Attorney	Madhlopa Incorporated	Resigned 2005
Assistant Lecturer (Part time)	University of Venda	2004-2005
Tutor	University of Venda	2002 – 2004
Intern	Bowman Gilfillan Attorneys	2003
Registration Officer	Independent Electoral Commission	2003
Intern	Webber Wentzel Bowens Attorney	2002

### Qualifications

Qualification	Institution	Year
Bachelor of Laws(LLB)	University of Venda	2003
Master of Laws(LLM)	University of Venda	2005
Doctor of Laws(LLD)	University of Limpopo	Underway

### Business Interests

Company Name	Registration Date	Status	Type	Position	Status
Nevondwe Investments	2010.02.12	AR Final Deregistration	Close Corporation	Member	Active
Tshitangu Consultants	2013.03.11	Deregistration Process	Private Company	Director	Active

## Academic Publications

- Lufuno, Nevondwe. Time-Barring and Prescription of Pension Funds Complaints in RSA  
[https://books.google.co.za/books?id=b\\_ICmQEACAAJ&dq=lufuno+nevondwe&hl=en&sa=X&ved=0ahUKEwibvu617a\\_bAhVC8RQKHffKCvwQ6AEIKDAA](https://books.google.co.za/books?id=b_ICmQEACAAJ&dq=lufuno+nevondwe&hl=en&sa=X&ved=0ahUKEwibvu617a_bAhVC8RQKHffKCvwQ6AEIKDAA) [Accessed 31 May 2018]
- Lufuno, Nevondwe. Time limits on lodging complaints to the Pension Funds Adjudicator  
<http://ipproducts.jutalaw.co.za/nxt/gateway.dll?f=templates&fn=default.htm&vid=Publish:10.1048/Enu> [Accessed 31 May 2018]
- Lufuno Nevondwe. Time-barring and prescription in terms of the Pension Funds Amendment Act 11 of 2007:  
<http://ipproducts.jutalaw.co.za/nxt/gateway.dll?f=templates&fn=default.htm&vid=Publish:10.1048/Enu> [Accessed 31 May 2018].
- Lufuno, Nevondwe. Death benefits and constitutionality. Available at:  
<http://ipproducts.jutalaw.co.za/nxt/gateway.dll?f=templates&fn=default.htm&vid=Publish:10.1048/Enu> [Accessed 31 May 2018]
- Lufuno, Nevondwe. Is the distribution of death benefits under the Pension Funds Act 24 of 1956 constitutional? Available at:  
<http://ipproducts.jutalaw.co.za/nxt/gateway.dll?f=templates&fn=default.htm&vid=Publish:10.1048/Enu> [Accessed 31 May 2018]
- Lufuno, Nevondwe. 'Recent amendments in the Pension Funds Act on divorce and death benefits in the Financial Services Laws General Amendment Act' 2009 (484) *De Rebus* 16.
- Lufuno, Nevondwe. 'The law regarding the division of the retirement savings of a retirement fund member on his or her divorce with specific reference to *Cockroft v Mine Employees Pension Fund*, [2007] 3 BPLR 296 (PFA)' 2009 13(1) *Law, Democracy and Development*.

## Professional and Personal Conduct

In an interview with the Media Development and Diversity Agency (MDDA), Adv Nevondwe's criminal record was raised as a point in issue. He is reported to have said that the record arose from his admission of guilt in a case of speeding<sup>47</sup>.

---

<sup>47</sup> Media Agency candidates confronted with criminal and credit records: Available at : <https://www.pressreader.com/south-africa/the-mercury/20170906/281556585975728> [Accessed 31 May 2018]

An allegation was made that Adv Nevondwe misrepresented his academic publishing record and this led to an objection being raised about why he was shortlisted for the post with the Media Development and Diversity Agency (MDDA)<sup>48</sup>.

### **Political Affiliation**

Advocate Lufuno Nevondwe is a member of the African National Congress (ANC)<sup>49</sup>. However, it is unclear if he holds any position in the party.

---

<sup>48</sup>Minister on Establishment of Department of Communications & SABC Production & Advisory Board; MDDA Board: recommended candidates: Available at: <https://pmg.org.za/committee-meeting/17851/> [Accessed 31 May 2018]

<sup>49</sup> Facebook Profile: Adv Lufuno Tokyo Nevondwe. Available at: <https://www.facebook.com/photo.php?fbid=545405559153146&set=pcb.545405629153139&type=3&theater> [Accessed 31 May 2018].

## Ms Nomfundo Ntloko-Gobodo

Ms Nomfundo Gobodo is a qualified attorney with 14 years' experience, mostly spent in the public sector.<sup>50</sup> She has extensive experience as a Chief Land Claims Commissioner which is the post she holds to date. In this position she has had to co-ordinate and manage the process of the drafting of the Restitution Amendment of 2014 as well as the implementation of the lodgment of new restitution land claims as mandated by the Restitution Amendment Act of 2014. She holds a Master's degree in Law from the University of Cape Town and a Master's degree in Business Management from Oral Roberts University and Tulsa Oklahoma in the USA.

### Qualifications

Qualification	Institution	Year
Certificate in Housing Policy Development and Management. The Graduate School of Public and Development Management	University of Witwatersrand	2009
Diploma in Advanced Labour Law	University of South Africa	2007
Masters in Business Management	Oral Roberts University Tulsa Oklahoma USA	2003
Masters in Law	University of Cape Town	1998
Graduate Studies B. Proc	University of KwaZulu Natal (UKZN)	1992

### Short Courses

King IV Report on Corporate Governance	The Institute of Directors in Southern Africa	2017
Evidence for Policy Making and Implementation	UCT and Department: Planning, Monitoring and Evaluation	2017

<sup>50</sup> <https://www.gcis.gov.za/sms/rural.html>

## Work Experience

<b>Employer</b>	<b>Position</b>	<b>Period</b>
Commission on Restitution of Land Rights	Chief Land Claims Commissioner	2012 to date
Legal Resource Center	Director	2008- 2012
National Department of Justice and Constitutional Development	Deputy Director	Feb 2008- Aug 2008
Legal Resource Center	Attorney	Sept 2002- Jan 2008
South African Human rights Commission	Legal Researcher	March 2002- Aug 2002
Community Law Center	Legal Researcher	1996- 1997
Liebenberg and Stander Consulting Engineers	Attorney/ Labor Consultant	March 1996- July 1996
Findlay and Tait attorneys	Professional Assistant	1995- 1996
Canca and Company	Candidate Attorney	January 1993- June 1994

## Professional and Personal Conduct

Not disclosed.

## Political Affiliations

Not disclosed.



## Mr. Nkosikhulule Nyembezi

Nkosikhulule Nyembezi is very active in matters concerning human rights.<sup>51</sup> He has presented papers in conferences which have to do with human rights. He is also very active in terms of HIV and AIDS awareness campaigns with his efforts ranging from writing papers on the subject and serving on various committees for HIV and AIDS groups. Nyembezi has also contributed to the training of judges, through the UCT Democracy and Governance Unit. Significantly, Mr Nyembezi has been doing work with regards to election monitoring programs since 1994.<sup>52</sup> Moreover, he has written analytical articles of the electoral process in South Africa. He serves as the Co-Chairperson of the National Co-ordinating Forum and as a community representative in the Development Chamber of the National Economic Development and Labour Council.

### Work Experience

Employer	Position	Period
University of Cape Town	Researcher in the Democracy and Governance Research Unit	March 2016 to date
Election Monitoring Network	Board Chairperson	April 2013 to date
Black Sash	National Advocacy Programme Manager	October 2007 to March 2013
Dance4Life	Schools Project Coordinator	June 2006- May 2007
U. S Consulate General	Political/ Economic Advisor	May 2000- April 2006
XIII International AIDS conference	Skills building Convener	Sept 1999- April 2000
Independent Newspapers	Reporter/ Photographer	July 1996- September 1997

### Additional Experience<sup>53</sup>

Institution	Position	Period
University of Cape Town Council	The role of the council is to govern the university as per the Higher Education Act 1997.	October 2017 to date
Social Change Assistance Trust	Trustee	June 2017 to date

<sup>51</sup> <http://www.cls.uct.ac.za/graduate-associates>

<sup>52</sup> Ibid.

<sup>53</sup>

## Qualifications

Qualification	Institution	Year
PhD Candidate	University of Cape Town	2016- 2018
Masters of Administration: Political Studies	University of the Western Cape	Not specified
Bachelors of Administration Honours in Political Studies	University of Western Cape	Not specified

## Articles

- *Opinion: Peer Pressure and HIV factor in Teen Pregnancy* available at: <https://www.dispatchlive.co.za/news/opinion/2015-04-15-opinion-peer-pressure-and-hiv-factor-in-teen-pregnancy/>
- *A session Pre-election Political Space in the 2011 Elections* available at: <http://repository.uwc.ac.za/xmlui/bitstream/handle/10566/758/AfricaPoliticalSpace2012.pdf?sequence=3&isAllowed=y>

## Any other information

Mr. Nyembezi has shown to have a lot of interest in HIV and AIDS matters and has served in many capacities to show this. He has attended conferences and has been a member of forums which are dealing with the HIV and AIDS pandemic. He has also shown that socio -economic matters are also an area of concern for him as he serves as a trustee in societies which grapple with issues of social change. He also assists non-governmental organizations and has keen interest on research in the area of social assistance.

## Political Affiliation

Unknown.

## Ms. Mmatlou Phaleng-Podile

Ms. Phaleng-Podile has significant experience in the private sector. She is currently a senior director at Phaleng Podile Attorneys and Conveyancers. She has a wealth of experience in tax matters. She holds an LLB from Wits university and has done other short courses. Ms. Phaleng-Podile is an admitted attorney of the High Court, Admitted Conveyancer of the High Court, Admitted Notary of the High Court and liquidator on the national panel of the Master of the High Court. Ms. Phaleng-Podile has been an audit committee member of Dr Ngaka Modiri District Municipality, Chairperson of the Valuation Appeal Board of Co-operative Governance, Human Settlement and Traditional Affairs.

### Work Experience

Employer	Position	Period
Phaleng Attorneys and Conveyancers	Senior Director	Not specified
South African Revenue Service (Large Business Centre Legal Division)	Tax Legal advisor	Jan 2002- 2011
Johannesburg Office of the State Attorney	Legal articles in various departments including labour matters	18 months (dates unknown)
Arthur Anderson & Associates	Tax Consultant	Sept 1997- Aug 1999
Standard Corporate and Merchant bank	Junior Tax manager	Sept 1999- January 2002

### Qualifications

Qualification	Institution	Year
B Proc	University of the North	1991- 1994
LLB	WITS University	1995- 1996
LLM (Tax)	WITS University	1997-1998
Certificate for attendance	School for legal Practice with association of law society	Jan- June 1997
Dip. Treasury Management and Trade Finance	Damelin in collaboration with Institute of Bankers)	2000
Mechanics of Interest Rate Derivative Course Certificate	Beaufort institute	2001

Certificate in Investment Management	RAU	2002- 2003
H. Dip Company Law	Wits University	2004- 2005
Certificate in business and in english writing	Wits Language school	2005 (3 months)
Introduction to accounting for non-financial professional	Wits University	2007 (3 months)
Attendance for Public Speaking Course	Not specified	Not specified
Diploma in Counselling	Rhema Bible Training Center	Not specified
Liquidation and Insolvency Diploma	University of Pretoria	1 year
Judicial Skills Course Training	Association of Law Society	October 2017

### Other Ad Hoc Roles and Responsibilities

- Audit Committee member of Dr. Ngaka Modiri District Municipality
- Appointed as Chairperson of the Valuation Appeal Board of Cooperative Governance Human settlement and Traditional Affairs
- Appointed as a Liquidator on the National panel of the Masters of the High court
- Appointed as a member of the Housing Rental Tribunal Coghasta Limpopo Appointed as Chairperson of the Compensation Fund Tribunal of the Department of labour
- Appointed as a member of the Health Professional Council for South Africa medical enquiries
- Appointed as a Chairperson of the Medical Tribunal of the Rand Mutual assurance company Ltd
- Appointed as a Non-Executive Board member of the Estate Agency Affairs Board under the Department of Human settlement

### Business Interests

Company Name	Registration Date	Status	Type	Position	Type
FullOutPut 1155	30.03.2000	AR Final Deregistration	Close Corporation	Member	Active

Bamike Transport and Projects	10.05.2006	AR Final Deregistration	Close Corporation	Member	Active
Similo Properties and Projects	23.06.2006	AR Final Deregistration	Close Corporation	Member	Active

**Professional and Personal Conduct**

No improper conduct found.

**Any other information**

Ms. Mmatlou Phaleng- Podile has served as an executive member of the Estate Agency Affairs Board member under the department of human settlement.

**Political Affiliation**

Not disclosed.

## Ms Liepollo Lebogang Pheko

For the past 20 years, Liepollo Pheko has worked on social, development and trade policy and their intersection with gender, race and class. Her versatility has gained her international recognition and has taken her around the world as a speaker, lecturer, consultant and activist. She has addressed the European Union Parliament and the United Nations. As a consultant she has advised intergovernmental organisations such as the SADC, UNECA and NEPAD. Further, she is rooted in the local and international social justice movement and has provided commentary on the state of South Africa's political, economic and socio-economic situation on various fora including the SABC, Aljazeera and ENCA. Ms. Pheko is also a notable academic and intellectual and has written and taught in the field of trade policy, development and feminism. Currently, she is a faculty member with the Thabo Mbeki African Leadership Institute and is a Senior Research Fellow at the Trade Collective, a progressive think tank.

### Work Experience

Employer	Position	Year
Trade Collective <sup>54</sup>	Senior Analyst	Unknown
Thabo Mbeki African Leadership Institute, UNISA	Adjunct/ Senior Academic Faculty Member	2010- Current
Four Rivers Trading	Managing Director	2004- Current
Gender and Trade Network in Africa	Senior policy and Dialogue Specialist	June 2004- January 2008
Sedipeng Centre for Organisational Effectiveness	Executive Director	November 2002- May2004
KNC & Associates	Senior Consultant	July 2000-December 2001

As an academic, the candidate has experience as a visiting lecturer at institutions such as the Linkoping University in Sweden, the African Women's Leadership Institute, the Kalamazoo College in the United States of America and the Universidad Autonoma de Zacatecas.

In her role as an analyst and consultant, the candidate has carried out extensive research and has consulted with the UNDP, UNECA, NEPAD, SADC and various corporate and corporate clients. She has also led the delegations to the World Trade Organisation, the World Bank, UN and SADC and has addressed the European Parliament and the United Nations.

<sup>54</sup> The entity is listed as a research think tank.

## Qualifications

Institution	Qualification	Year of Completion
Not specified	BA in Theology	2010
University of Witwatersrand	Masters Certificate in Policy and Management	2007
University of London	LLB Honours	Incomplete

## Business Interests

Company Name	Registration Date	Status	Type	Position	Status
Five Loaves and Fish Gourmet	19.05.1998	AR Final Deregistration	Close Corporation	Member	Active
Mokhantso Consulting	06.02.2002	AR Final Deregistration	Close Corporation	Member	Active
Motheho Mokhantso Innovations	15.04.2003	AR Final Deregistration	Private Company	Director	Active
Four Rivers Trading	16.10.2007	AR Final Deregistration	Private Company	Director	Active
Yellow Mustard Trading	03.02.2010	AR Final Deregistration	Private Company	Director	Active

## Professional and Personal Conduct

The candidate was a victim of intimidation in the infamous ‘Touch me on my Studio’ incidence in 2010 where her fellow panelist, the AWB Secretary General threatened her. She later filed a charge against the assailant.<sup>55</sup>

<sup>55</sup> An IOL report on the filing of charges can be accessed at: <https://www.iol.co.za/news/charge-laid-over-touch-me-on-my-studio-row-1497894>

## Academic Publications

### *Journal/Occasional Papers*

- ‘Women, Land and Livelihoods in South Africa’s Land Reform Program’ (2014) IJR policy Brief Number 1, Institute for Justice and Reconciliation.
- ‘Meeting the challenges of the Millennium Development Goals,’ (2012) Vol. 26(1) *Agenda*.
- Position Paper on Gender and Poverty in South Africa For Submission to The National Planning Commission, (2011) South African Women in Dialogue.
- ‘The CFTA and TFTA: Are they the future of Afrikan Regionalism and Unity?’, (2016) Vol 69(3) *The Thinker*.
- ‘Examining women’s Socio-Economic Rights in SADC through Protocols and Treaties’ (2015) [Online] Open Society Initiative for Southern Africa. Accessible at: <http://www.osisa.org/buwa/womens-rights/regional/examining-women%E2%80%99s-socio-economic-rights-sadc-through-protocols-and-treat>.
- ‘Dilemmas of Gender, Movement and Citizenship’, (2010) A Report of the WIDE Annual Conference 2010, WIDE.
- ‘

### *Presentations*

- ‘Patriarchy and Patronage: petticoat politics and Affirmative Action’ (2010) Delivered at the Affirmative Action National Policy Dialogue, 25-26 February 2010.
- On a Wing and a Prayer -Dilemmas of Gender, Movement and Citizenship’ (2010) Paper to WIDE Annual Conference 2010, WIDE.

## Any Other Important Information

The candidate was a recipient of the 2008 Mail and Guardian 300 Young Leaders Award.

The candidate co-authored Letter to Thabo *Mbeki from African Women*, ‘which lambasted the South African government for neglecting gender as a category in the economic analysis of poverty, growth, inequality and the concentration of wealth.’<sup>56</sup>

The candidate served as the President of Business Women Association of South Africa between 2013 and 2014, a position she left citing a desire to focus more on personal pursuits.

---

<sup>56</sup> Information provided by the Mail & Guardian and can be accessed on: <https://mg.co.za/article/2009-06-11-300-young-south-africans-politics-continued>



The candidate was a board member for the Council for the Advancement for the South African Constitution (CASAC) and the International Network in Migration and Development.

**Political Affiliation**

There is no indication of any active political affiliation by the candidate.

## Judge Dhayanithie Pillay

Judge Pillay is one of the leading experts in labour matters, with over 15 years' experience as a judge, 10 of which were spent at the Labour Court of South Africa. She has been sitting on the High Court bench in KwaZulu-Natal since 2010. She was admitted as an attorney in 1982 and has worked as an attorney, a labour dispute resolution official, a technical adviser to ministerial and parliamentary committees and a judge. She also has a history as a human rights defender and is actively involved in community organisations. She has also been active in academia both as an academic writer and lecturer and currently holds the position of an Extraordinary Professor at the University of Pretoria. Judge Pillay has been nominated as a candidate to the Constitutional Court in 2015 and was shortlisted for it 2016. The application was unsuccessful.

### Work Experience

Employer	Position	Year
High Court, KwaZulu-Natal	Judge	2010- Current
Labour Court of South Africa	Judge	2000-2010
Essential Services Committee	Chairperson	1996-2000
CCMA	Part-time Senior Commissioner	1996-2000
Yunus Mahomed and Associates	Professional Assistant Attorney (1985- 1987); Partner Attorney	1985-2000
David and Company	Professional Assistant Attorney	1984- 1985
Moodliar and Company	Professional Assistant Attorney; Candidate Attorney	1983-1984 1979-1982

Judge Pillay has extensive experience in the field of labour law and has, aside from her employment commitments, been involved with the Independent Mediation Services of South Africa as an arbitrator (1992), mediator (1994) and trainer (1995); and has also been an arbitrator on the panel of the Arbitration Foundation of South Africa (1997- 1997) and a panelist on the Public Service Coordinating

Bargaining Council (1999). She also played a role in the drafting of the Labour Relations Act (1994 and 2000).

Judge Pillay has also been involved with a number of academic engagements since October 2004 (with another stint in 2006) as an Adjunct Professor at the Seattle University School of Law; a visiting Professor of Law at the Open University, Milton Keynes, United Kingdom (2010- 2015) and Extraordinary Professor at the Faculty of Law, University of Pretoria for 3 consecutive terms from 2010-2018.<sup>57</sup>

As a Judge, the candidate has delivered over 1000 judgements on legal areas spanning from labour law, administrative justice, electronic transactions law, constitutional law and procedural matters. About 120 labour law and 48 of High Court judgments delivered have been published or reported in law reports and the media.

### Qualifications

<b>Institution</b>	<b>Qualification</b>	<b>Year of Completion</b>
Seattle University School of Law	Certificate for participation in legal Writing Program for Judges and for Trainers	2007; 2008
UNISA	LLB	Date Unknown
University of Natal	Certificate in Constitutional Law	1994
University of Natal	LLM in Labour Law	1993
UNISA	B. Proc	1982

### Business Interests

<b>Company Name</b>	<b>Registration Date</b>	<b>Status</b>	<b>Type</b>	<b>Position</b>	<b>Status</b>
YMA Investments	26.06.1997	In Business	Close Corporation	Member	Active

<sup>57</sup> Take note that the candidate has been involved in several academic engagements that include fellowships, however, only the teaching experience has been provided in this summary.

## **Professional and personal conduct**

There is nothing to indicate that the candidate has a criminal record. There is also no record of any civil or labour action against the candidate or public information about a personal or professional allegation against the candidate.

## **Academic Publications**

### *Journal Articles*

- ‘Wither the Prostitution Industry’ (2014) 35 *ILJ* 1749.
- ‘Essential Services: Developing tools for Minimum Service Agreements’ (2012) 33 *ILJ* 801.
- ‘Giving Meaning to workplace equity: The role of the Courts’ (2003) 24 *ILJ* 55.
- ‘A Practical Approach to Conflict Management in Essential Services’ Vol. 13(1) & (2) *Industrial and Social Relations*.
- ‘Demotivating Demotions’ (1993) Vol 10(2) *Employment Law*.
- ‘The Constitutional Rights of Public Servants’ (1994) Vol. 11(2) *Employment Law*.
- ‘The Labour Relations Bill and appropriate dispute resolution: A drafter's perspective’ (1995) 18 *IMSSA* 2.
- ‘Essential Services under the New LRA’ (2001) vol. 1 *ILJ*.
- ‘The South African Essential Services Committee’ Vol. 5(1) *Southern African Business Review*.
- ‘Law’s Republic, Democracy and the South African Constitution’ (2002), vol.17(2), *SAPL* 319.
- ‘PAJA v Labour Law’ (2005), vol.20(2), *SAPL* 413.
- ‘Whither the Prostitution Industry’ (2014) 35 *ILJ* 1749.

### *Presentations*

- ‘Is it safe to entrust the constitutional project entirely to adjudication’ presented to the SAJHR Conference 28 January 2015.
- ‘Victoria and Griffiths Mxenge Memorial Lecture- Public Interest Law Then and Now’ delivered at UKZN April 2013.
- ‘Equity and the Scope of Judicial Activism’ presented to and published by the Annual Labour Law Conference 3 July 2003.
- ‘Labour Law under the Constitution’ presented to South African Society of Labour Lawyers (SASLAW) 26 March 2004.

- ‘Promotion of Administrative Justice Act v Labour Law’ a paper presented to an Administrative Law Conference convened by the University of Western Cape 20 May 2004.
- ‘New Challenges for Effective Dispute Resolution and Co-operative Bargaining in Education’ keynote address presented at Tenth Anniversary of the Education Labour Relations Council 13 July 2004.
- ‘The Constitutionalisation of Labour Rights in South Africa’ a paper presented to the South Africa Group of New York Law School on 19 November 2004 and published on NYLS’s website.
- ‘The Duty to Bargain’ presented to and published by the Annual Labour Law Conference 30 June 2005.
- ‘The Constitutionalisation of Labour Law – Comparative Analysis’ presented at the request of the ILO to the Judges of the Malawi Supreme Court of Appeal and the High Court in December 2005.
- ‘Constitutionalisation of Labour Law’ presented to Seattle University School of Law and published on its website January 2006
- ‘*Fourie: Race v Sexual Orientation*’ paper presented to Faculty of Seattle University School of Law January 2006 – unpublished
- ‘Do women lawyers think differently about legal issues?’ presented at University of Kwa-Zulu Natal to law students 3 May 2006
- ‘Globalization of the Law’ presented to Law Teachers’ Conference Cape Town 26 July 2006
- ‘Challenges facing Women Labour practitioners’ a discussion at Society of South African Labour Lawyers Women’s Breakfast 8 September 2006.
- ‘The Politics of Equality’ presented to the Society of South African Labour Lawyers National Conference Johannesburg October 2006.
- ‘The Integrity of Labour Law’ presented at the Annual Labour Law Conference Johannesburg 2007.
- ‘Double Vision’ presented at Law Teachers’ Conference, Pretoria 21 January 2008
- ‘Choosing Comparators for Discrimination Analysis’ presented at International Discrimination Conference, Stellenbosch, 10 September 2008.
- ‘Choosing Comparators for Discrimination Analysis’ presented at Society of South African Labour Lawyers National Conference Durban October 2008.

- ‘The impact of three Constitutional Court decisions on achieving social justice for workers in the sex and security industries’ presented at the Annual Conference of the CCMA, KwaZulu Natal 22 May 2009.
- ‘Fighting Discrimination, the South African Way’ presented to Open University Community in Milton Keynes on 20 July 2009.
- Presentation to Women Parliamentarians titled ‘Practical Implications of the Law in the Workplace’ published in the Konrad-Adenauer-Stiftung Seminar Report 19 May 1995.
- ‘Giving Meaning to Workplace Equity: The Roll of the Courts’ (A paper presented to Commissioners at the 7 Annual Conference of the Commission for Conciliation Mediation and Arbitration (CCMA) 15 November 2002.
- ‘Equity and the Scope of Judicial Activism’ presented to and published by the Annual Labour Law Conference 3 July 2003.

#### *Other*<sup>58</sup>

- ‘Damages: Loss of Use of an Object’ *De Rebus*, July 1996.
- ‘Domain Names’ *De Rebus* March 2004.
- ‘Developing an Affirmative Action Jurisprudence’ *De Rebus* December 1999.

#### **Any Other Valuable Information**

The candidate was part of the Technical Committee of Theme Committee 6.1 of the Constitutional Assembly that assisted in drafting clauses of the Electoral Commission (May 1995).

The candidate was recognised by the Amnesty International SA (Durban Group) as a Human Rights defender in 2005.

The candidate is pursuing an LLD.

#### **Political Party Affiliation**

Unknown.

---

<sup>58</sup> These publications in De Rebus could not be verified as De Rebus does not have records of the earlier publications, however, as they were also supplied in the candidate’s applications to the Constitutional Court and the High Court, their existence is presumed.

## Dr Mzukisi Qobo

Dr Qobo is a leading figure in trade policy, political economy, political risk and international relations. His experience as a consultant, adviser and strategist spans roles in government, intergovernmental organisations, policy research groups, academia and major corporates. As the highlight of his illustrious career, Dr Qobo as Chief Director at the Department of Trade and Industry, was a key player in the drafting of South Africa's trade policy that was approved by Cabinet in 2010. He is also active in the business world, serving as an independent board member for several companies such as the Johannesburg Development Agency, and taking up the directorship mantle in various other companies such as Tutwa Consulting and Afgrain Food Group. A thought leader, he co-authored a published book, extensively published academic papers and is a leading columnist in the print media. Dr Qobo is also a renowned academic and is currently an Associate Professor at the University of Johannesburg.

### Work Experience

Employer	Position	Year
University of Johannesburg	Associate Professor and Deputy Director at the NRF Research Chair on African Diplomacy and Foreign Policy	2015-Current
University of Pretoria	Senior Lecturer in the Department of Political Studies; Deputy Director of the Centre for Governance Innovation	2011-2014
South African Institute of International Affairs	Program Head for Emerging Powers and Global Challenges	December 2009- February 2011
Department of Trade and Industry	Chief Director of Trade Policy; Head of Research and Policy in the International Trade Division	2007- November 2009

Department of Trade and Industry	Assistant Director of Executive Management Unit	2000-2002
----------------------------------	-------------------------------------------------	-----------

Aside from the employment background indicated above, the candidate has also since 2010 offered professional consultancy and research services as a self-employed consultant, performing services for the Institute of Management Development in Switzerland and the IMD Business School amongst others. He also co-teaches an MBA course on emerging markets at the Witwatersrand Business School. The candidate has also participated in an internship stint with the World Trade Organisation (2005) and a post-doctoral fellowship with the University of Stellenbosch (Jan 2006- July 2007).

### Qualifications

Institution	Qualification	Year of Completion
University of Warwick	PhD in Political Economy	2005
University of Stellenbosch	MA in International Relations	2000
University of Cape Town	BA in Industrial Sociology and Politics	1997

### Business Interests

Company Name	Registration Date	Status	Type	Position	Status
Johannesburg Development Agency	07.03.2001	In Business	Private Company	Non-Executive Director	Active
Qobo and Associates Coaching and Training Consulting	07.09.2006	AF Final Deregistration	Close Corporation	Member	Active
Qobo Investments	25.04.2007	AR Final Deregistration	Close Corporation	Member	Active
Qobo Destiny Investments	10.03.2008	AR Final Deregistration	Private Company	Director	Active



Isidima Soluntu Property	09.04.2008	AR Final Deregistration	Private Company	Director	Active
Enterprising Africa Regional Network	03.11.2009	In Business	Private Company	Non-Executive Director	Active
Valobex 176	05.04.2011	Deregistration process	Close Corporation	Member	Active
Afrintel Research	06.05.2011	Deregistration Final	Close Corporation	Member	Active
Mzukisi Qobo Leadership Institute	27.02.2012	Deregistration Process	Private Company	Director	Active
Brahmabul International	16.08.2012	Deregistration Process	Private Company	Director	Active
Menelik Group	26.06.2013	Deregistration Process	Private Company	Director	Active
Qobo Destiny Group	06.09.2013	In Business	Private Company	Director	Active
Zivoscan	18.12.2015	In Business	Private Company	Director	Active
Murotrax	30.03.2016	In Business	Private Company	Director	Active
Monumate	30.03.2016	In Business	Private Company	Director	Active
Tutwa Consulting Group	17.05.2016	In Business	Private Company	Director	Active
Qobo Destiny Capital	06.11.2017	In Business	Private Company	Director	Active
Afgrain Food Group	07.12.2017	In Business	Private Company	Director	Active

## **Professional and personal conduct**

No information indicating a criminal record nor a civil/ labour suit against the candidate.

As a board member of Corruption Watch, the candidate appears to have upstanding professional and personal conduct.

## **Academic publications**

- Soko, M. and Qobo, M. 'Relations between South Africa and European Union: The End of a Strategic Partnership?' (2016) *Global Governance* (submitted for peer review).
- Soko, M. and Qobo, M. 'Resource nationalism and state capitalism in Asia: Threat or opportunity - An African perspective?' (2016) *Journal of Asian and African Studies* (submitted for peer review).
- Soko, M. and Qobo, M. 'The role of the BRICS in Africa's Development: Drivers and Strategies,' (2016) Vol. 31(1) *Journal for Contemporary History*.
- Qobo, M. and Soko, M. 'The rise of emerging powers in the global development finance architecture: The case of the BRICS and the New Development Bank,'(2015) Vol 22 (3) *South African Journal of International Affairs*.
- Mashele, P & Qobo, M. *The Fall of the ANC: What Next?* (2014) Picador Africa, Johannesburg.
- 'On the pitfalls of a developmental state', (2014) Vol36(2) *Strategic Review for Southern Africa*.
- 'South Africa and Patchwork Governance. System Stabiliser or Antagonist?' (2014) Foreign Voices Occasional Paper No. 5.
- Qobo, M & Dube, M. 'The Burdens of Multilateral Engagement and Club Diplomacy for Middle-Income Countries: The Case of South Africa in the BRICS and the G-20' (2012) SAIIA Occasional Paper No. 126, South African Institute for International Affairs.
- 'Emerging Powers and the Changing Global Environment: Leadership, Norms and Institutions' (2011) SAIIA Occasional Paper No. 91, South African Institute for International Affairs.
- 'The Developmental State Debate in South Africa', in Draper, P & Alves P (eds.). *Trade Reform in Southern Africa: Vision 2014?* (2009) South African Institute for International Affairs & Fanele.
- 'Dilemmas in South Africa's Regional Trade Strategy: Political and Economic Relations in SADC', In Lee, D, Taylor, I & Williams, P (eds), *The New Multilateralism in South African Diplomacy*, (2006) Basingstoke: Palgrave.

- ‘The Political Economy of Regional Integration in Southern Africa’, In Draper, P (ed.), *Reorienting South Africa's African Trade Strategies*, (2005) South African Institute of International Affairs.
- Qobo, M and Soko, M, ‘Championing African Trade Interests: The Africa Group within the WTO’. In *South Africa Institute of International Affairs (SAIIA), 2003, Trade Report number 2 (2003)*. Wits, SAIAA.

### **Any Other Important Information**

The candidate is a prominent columnist in politics, economic policy and international relations and has written regularly for the print media (including Business Daily, The Daily Maverick and The Sowetan) and has been sought out to proffer commentary and analysis by the visual media and various panels. He was part of the team of academics that produced the state capture report, “Betrayal of the Promise: How South Africa is being Stolen” compiled under the State Capacity Research Project.<sup>59</sup>

### **Political Affiliation**

There is no indication of an active political affiliation.

---

<sup>59</sup> A PDF copy of the Report can be accessed at: <https://pari.org.za/wp-content/uploads/2017/05/Betrayal-of-the-Promise-25052017.pdf>

## Mr Dizline Shozi

Mr Shozi has extensive experience in the field of public participation, human rights, gender equality and community development. He has been the Chairperson of the Commission for Gender Equality from 2007-2017 and Deputy Director of Correctional Supervision and Parole in Durban from 2005-2007. Mr Shozi has a Bachelor of Arts from the University of Natal (1994), a diploma in Business Management and Organisation from Damelin School of Business (1997) and a Masters of Social Science Degree from the University of KwaZulu-Natal in Community Development (2007).

### Qualifications

Qualification	Institution	Period
Masters of Social Science (Community Development)	University of Kwa-Zulu Natal (UKZN)	2007
Business Administration (B-Tech)	Technikon South Africa	2002
Diploma (Business Management and Organisation)	Damelin School of Business (Empangeni)	1997
Post-graduate Diploma (Adult Basic Education)	University of Natal (Durban)	1996
Bachelor of Arts (BA)	University of Natal (Durban)	1992-1994.
Adult Basic Literacy Training	Not specified	Not specified
Besa Training	Not specified	Not specified
Principled Centred Leadership Course	Not specified	Not specified
One-month course on writing skills (Massachusetts USA)	Not specified	Not specified

### Work Experience

Employer	Position	Period
Self-employed	Community Activist	February 2017-Present.

Commission for Gender Equality	Commissioner and Chairperson	June 2007-30 January 2017
Department of Correctional Services	Deputy Director: Chairperson: <sup>60</sup> Correctional Supervision and Parole (Durban)	July 2005-May 2007.
Commission for Gender Equality	Provincial Co-ordinator (Mpumalanga and Kwa-Zulu Natal)	January 2002-July 2005.
Provincial Parliamentary Programme (PPP)	Advocacy Support and Training Co-ordinator	1999-2001.
NASA <sup>61</sup>	Regional Officer, Co-ordinator and Member of Management Committee	1996-1998.

### **Business interests**

The candidate currently sits on the board of Valley Trust, Community Law and Rural Development Centre, Peace Oasis International and Welisa. He is Director of an active private company called Mkhomasidlo Development and Human Rights Enterprise which was registered on 28/03/2017. While no information as the nature of the company could be found it appears from the candidate's CV that the company is involved facilitating public participation with civil society organisations, municipalities and provincial legislatures.

### **Professional conduct and experience**

In his capacity as Head of the Commission for Gender Equality (CGE) the candidate was involved in the interview process of IEC candidate Commissioners in 2014.<sup>62</sup>

The candidate has a strong passion for issues of human rights especially issues relating to women and gender empowerment. In this regard the candidate has been quite vocal and actively criticised various stakeholders in the legal profession (both in the public and private sector) for the slow pace of gender transformation and empowerment in the South African judiciary.<sup>63</sup> During his tenure as CGE

<sup>60</sup> The candidate lists this position as both Deputy Director and Chairperson. The period for the respective positions is not stated.

<sup>61</sup> NOTE: We could not verify what 'NASA' refers to in full.

<sup>62</sup> Available at <https://www.enca.com/south-africa/mogoeng-madonsela-interview-14-iec-candidates>

<sup>63</sup> Available at <https://www.iol.co.za/news/politics/too-few-women-appointed-to-judiciary-7119871>

Chairperson he also actively denounced the controversial customary law practice of *ukuthwala*,<sup>64</sup> has argued for reforms in the Department of Women and Disability to better protect LGBTQ people<sup>65</sup>, the need to proactively tackle issues of women and children abuse<sup>66</sup> and has also argued for the decriminalisation of sex work to provide greater protection to workers in the sex industry.<sup>67</sup>

### **Adverse professional/personal complaints and whether any civil or labour action has been taken against the candidate**

No serious adverse professional/professional or other complaints against the candidate could be found. A complaint by the Democratic Alliance (DA) was made against the candidate in January 2015 alleging the candidate – in his capacity as head of the Commissioner for Gender Equality – had taken almost three years to finalise a report into allegations of sexist remarks allegedly made by Jacob Zuma in 2012 on a talk show hosted by Dali Tambo.<sup>68</sup> The report however was later finalised and sent to the Presidency in 2015 which admonished the President for his sexist comments. The final contents of the report were not made public by either the Presidency or the Gender Commission.<sup>69</sup> The applicant was also cited as a respondent

in the matter of *Majake v Commission for Gender Equality*<sup>70</sup> – in his capacity as the Head of the Commission for Gender Equality – where the applicant (the former Chief Executive Officer of the Commission) was successfully granted an interim interdict against the Commission to the effect that her dismissal on charges of misconduct constituted a unlawful breach of her employment contract. The candidate however does not appear to have actively played any role in the proceedings or the events leading up to the litigation.

### **Academic Publications**

The candidate has published fairly widely through newspaper articles, academic journals and has co-authored authored a short book. The candidate's publications include the following:

---

<sup>64</sup> Radebe welcomes ukuthwala conviction *News24* available at <https://www.news24.com/SouthAfrica/News/Radebe-welcomes-ukuthwala-conviction-20140214> accessed 31 May 2018; Opinions divided over ukuthwala *IOL* available at <https://www.iol.co.za/news/opinions-divided-over-ukuthwala-1791001> accessed 01 June 2018.

<sup>65</sup> Mfanozelwe Shoji 'Human Rights still have a long way to go' *Mail & Guardian* available at <https://mg.co.za/article/2010-08-19-human-rights-have-a-long-way-to-go> accessed 01 June 2018.

<sup>66</sup> Available at <https://www.youtube.com/watch?v=uTUrpGntKjQ>

<sup>67</sup> Call to decriminalise Sex work *News 24* available at <https://www.news24.com/SouthAfrica/News/Call-to-decriminalise-sex-work-20130516>

<sup>68</sup> Available at <https://www.voteda.org/2015/01/astonishing-amount-time-taken-finalise-report-zumas-sexist-comments/>

<sup>69</sup> Available at <https://www.news24.com/SouthAfrica/News/Zuma-reprimanded-for-sexist-remarks-20150117>

<sup>70</sup> 2010 (1) SA 87 (GSJ).

- Shozi, Dizline Mfanozelwe ‘Book review: Women’s Movements and the Filipina (1986-2008)’ (2013) 14 *Journal of International Woman’s Studies* 292-294<sup>71</sup>
- Dizline Mfanozelwe Shozi *The Participation of Women in the Preparation and Formulation of Local Council Budget: A Case Study of Enseleni Community in uMhlathuze Local Municipality in KwaZulu-Natal* (unpublished master’s thesis, University of Kwa-Zulu Natal, 2007).<sup>72</sup>
- Mfanozelwe Shozi ‘Gender and Health Issues in South Africa’ Presentation at 2016 South African Nurses Conference.<sup>73</sup>
- Mfanozelwe Shozi ‘Parole of Janusz Walus cannot be justified’ *New Age* 09 May 2016.<sup>74</sup>
- Mfanozelwe Shozi ‘Opposition Parties Vote on Party Lines as they Should’ *New Age* 23 May 2007.
- Mfanozelwe Shozi ‘Gender Equality Issues linked to Youth Development’ *New Age* 01 September 2015.
- Mfanozelwe Shozi ‘Gender Oppression Must End’ *New Age* 03 August 2016.<sup>75</sup>
- Mfanozelwe Shozi ‘Circumcision and Cultural Sabotage’ *New Age* 22 July 2014.<sup>76</sup>
- Mfanozelwe Shozi & Dagmar Ladj-Teichmann *My Own Business* (1998).<sup>77</sup>

### Political party affiliation

Not disclosed.

---

<sup>71</sup> Available at <http://vc.bridgew.edu/jiws/vol14/iss3/21> accessed 31 May 2018.

<sup>72</sup> Available at [https://researchspace.ukzn.ac.za/bitstream/handle/10413/2243/Shozi\\_Dizline\\_Mfanozelwe\\_2007.pdf?sequence=1&isAllowed=y](https://researchspace.ukzn.ac.za/bitstream/handle/10413/2243/Shozi_Dizline_Mfanozelwe_2007.pdf?sequence=1&isAllowed=y) accessed 31 May 2018

<sup>73</sup> Available at [https://www.sanursesconference.co.za/files/Day\\_3\\_3\\_Mr\\_M\\_Shozi-Representation\\_for\\_the\\_Chairperson\\_Birchwood\\_26\\_February\\_2016.pdf](https://www.sanursesconference.co.za/files/Day_3_3_Mr_M_Shozi-Representation_for_the_Chairperson_Birchwood_26_February_2016.pdf) accessed 31 May 2018

<sup>74</sup> Available at <https://groups.google.com/forum/#!topic/ycls-a-eom-forum/8X-xpnzF76Q> accessed 31 May 2018.

<sup>75</sup> No link could be found.

<sup>76</sup> No link could be found.

<sup>77</sup> Verification available

at [https://books.google.co.za/books/about/My\\_Own\\_Business.html?id=W4JIMwEACAAJ&redir\\_esc=y](https://books.google.co.za/books/about/My_Own_Business.html?id=W4JIMwEACAAJ&redir_esc=y)

## Ms Matshidiso Daphney Tabane- Masutha

Ms Masutha is the former Deputy CEO of the IEC (2008-2011) and previously served on the Executive Committee on Political Parties in the IEC from 2001-2008. She has an honours degree in Social Work from the University of the North (1983), various certificates and has attended various courses on issues relating to business management, ethics and administration. Currently she is employed as a Customer Relations Consultant at the State Information Technology Agency (SITA) and has previously worked in a number of government departments including Deputy Director of the Department of Land Affairs in Limpopo (1997-1999) and as Senior Social Worker in Department of Health and Welfare in the former Homeland of Venda (1985-1995).

### Qualifications

Qualification	Institution	Period
Bachelor of Arts (Hons.) (Social Work)	University of the North	1983
Post-graduate advanced programme in Development Facilitation and Management (Cum Laude)	University of the Witwatersrand	Not specified
Post-graduate programme in Organisational Development (Cum Laude)	University of South Africa (UNISA)	Not specified
Certificate in Ethics Management and Anti-Corruption	University of Pretoria	Not specified
Personnel Management and Recruitment (Cum Laude)	Damelin College	Not specified
Gender Mainstreaming	University of Pretoria	Not specified
Leadership development for NGO's	University of the North	Not specified
Making Markets Work	Harvard Business School through Gordon Institute Business Science (GIBS)	Not specified



Masters of Business Administration (on hold due to financial challenges)	Regenessys Business School	Not specified
--------------------------------------------------------------------------	----------------------------	---------------

### Work Experience

Employer	Position	Period
State Information Technology Agency (SITA)	Customer Relations Consultant	2015-Present
Self-employed	Personal branding and development of personal business	2013-2015
Independent Electoral Commission (IEC)	Deputy CEO	2008-2011
Chief Executive Manager (Chief Director)	Change Management and Service Delivery Improvement	2001-2008
Independent Mediation Service South Africa (IMMSA)	Director: Special Projects	1999-2001
Department of Land Affairs: Limpopo Provincial Office	Deputy Director	1997-1999
Deaf Federation of South Africa	Provincial Director: Limpopo Province.	1995-1997
Department of Health and Welfare: Venda.	Senior Social Worker	1989-1995
University of Venda: Department of Social Work	Junior Lecturer	1987-1989
National Institute for Crime Prevention and Rehabilitation of Offenders (NICRO)	Researcher and Community Development Advisor	1985-1987
Department of Health and Welfare (Bophustswana)	Social Worker	1984-1985

University of the Witwatersrand: African Studies Institute	Research Intern	1983-1984.
------------------------------------------------------------------	-----------------	------------

### Any other important information

The candidate has previously worked as the Deputy CEO of the IEC (2008-2011). In this period, she served on the Executive Committee and Management Committee on the IEC Forum for Political Parties. In (2001 – 2008) she served in the position of Chief Executive Manager (Chief Director) for Change Management and Service Delivery Improvement at the IEC. Notably in her position as Chief Executive Manager the candidate facilitated programmes across the globe (in countries such as South Sudan, New Zealand and the Democratic Republic of Congo). During her time at the IEC the candidate also facilitated the development of new criteria stipulating the requirements for IEC presiding and deputy presiding officers.<sup>78</sup>

### Business interests

Company Name	Registration Date	Status	Type	Position	Status
Dzomo Media Solutions	25.02.2014	Deregistration Process	Private Company	Director	Active
Tsibogo Holdings	23.09.2014	Deregistration Process	Private Company	Director	Active

### Adverse professional/personal complaints and whether any civil or labour action has been taken against the candidate

No indication of any allegations of misconduct (professional or otherwise) could be found. No record of any civil or labour action taken against the candidate could be found.

### Academic Publications

The candidate lists the following presentations and papers presented:

- *Batho Pele* Change Management Programme.

<sup>78</sup> Available at <http://allafrica.com/stories/200903180958.html>

- Media and Elections, Media Conference, Namibia.
- Elections and the SA Perspective, Jubilee Celebrations of the IEC of India.
- Woman and elections, African Women and Political Parties.
- Role of Political Parties in Democratic Development.
- Democracy Development through training, National Pre-Election Outreach Programme.
- Land Reform Policy in SA, Challenges of Implementation, presented in Bogota Columbia.
- Gender Mainstreaming Instruments in SA, Training Approaches, Canada.

**Political party affiliation**

Not disclosed.

## **Ilona Tip**

Ms Tip is currently the Director of Operations at the Electoral Institute for Sustainable Democracy in Africa (EISA) and has been employed at EISA since its inception in 1996. She also acted as the Executive Director of EISA from August 2010 to July 2011. She has a Bachelor of Arts Degree (Political Science) from the University of the Witwatersrand (1980), a Diploma in Higher Primary School Teaching from the University of Johannesburg (1971) and has numerous certificates and has attended various courses on issues relating to alternative dispute resolution, human rights and mediation. She has authored numerous papers and presented at various conferences both locally and abroad (see below) and has extensive experience as an election observer both within Africa, Asia and the Middle East.

### **Qualifications**

<b>Qualification</b>	<b>Institution</b>	<b>Period</b>
Accredited BRIDGE trainer	BRIDGE	2004
Building Resources in Democracy, Governance and Elections (BRIDGE) accredited trainer	BRIDGE	2002
Human Rights Institute of South Africa (HURISA): Human Rights Course	HURISA	2000
Alternative Dispute Resolution Course	Not specified	1995
Training for Learning Design Course	Not specified	1993
Community Conflict Resolution Course	Not specified	1992
Independent Mediation Service of South Africa (IMSSA): Electoral Officer Training Course	IMSSA	1990
Bachelor of Arts (BA)	University of the Witwatersrand	1974-1980

Diploma: Higher Primary School Teaching	Johannesburg College of Education	1968-1971
-----------------------------------------	-----------------------------------	-----------

### Work Experience

Employer	Position	Period
Electoral Institute for Sustainable Democracy in Africa (EISA)	Director: Operations	1996 – Present
Electoral Institute for Sustainable Democracy in Africa (EISA)	Acting Executive Director	August 2010 – July 2011
Independent Mediation Service of South Africa (IMSSA)	Training Manager: Elections and Balloting Project	1993-1996
IMSSA	Coordinator: Community Conflict Resolution Service	1991-1993
Institute for Multi-Party Democracy	Administrator	1990-1991
Attorney Priscilla Jana	Office Manager, Administrator and Paralegal	1979-1990
Attorney Shun Chetty	Office Manager, Administrator and Paralegal	1976-1979
Christian Institute of South Africa	Coordinator: Study Project on Christianity in Christianity in Post-Apartheid South Africa (SPORCAS)	1971-1974

### Professional and Personal Conduct

The candidate's CV indicates extensive experience in issues relating to democracy, governance and elections. She has been employed with Electoral Institute for Sustainable Democracy in Africa (EISA)

since its inception in 1996.<sup>79</sup> In her current position as EISA projects director notable achievements include:

- Facilitated the Voter Education Programme for civil society in Burundi in 2005.
- Designed various conflict management election programmes and trained various election mediators in countries inclusive of South Africa, Mozambique, the Democratic Republic of Congo (DRC), Zanzibar, Kenya and Tanzania.
- Embarked on a study tour of the Israeli local elections in 1992 and the Australian Parliamentary elections in 1993.
- Observer of various elections on behalf of numerous organisations and institutions inclusive of being an observer for SADC election support network in Tanzania (1999) and Zimbabwe (2002); EISA regional election supervision in Botswana and Namibia (both in 2004), the Madagascar Presidential Election (2006) and DRC constitutional referendum (2005 and 2006) as well as acting as leading the EISA mission to observe the constitutional referendum in Egypt (2012) and the Egyptian Presidential elections (2013).

#### **Business interests**

<b>Company Name</b>	<b>Registration Date</b>	<b>Status</b>	<b>Type</b>	<b>Position</b>	<b>Status</b>
Amker Investments	13.11.1998	Deregistration Final	Close Corporation	Member	Active

#### **Adverse professional/personal complaints and whether any civil or labour action has been taken against the candidate**

No adverse comments or complaints or other allegations of misconduct of any nature could be found.

#### **Academic Publications**

The candidate appears to have published extensively on issues relating to governance and free elections. The candidate has also presented numerous conference papers and presentations. Notable presentations and publications include:

- Illona Tip ‘Security of Elections in Southern Africa’ *EISA: Occasional Paper* 41 2006.<sup>80</sup>

<sup>79</sup> Available at <https://www.africaportal.org/contributors/iilona-tip/> accessed 31 May 2018.

<sup>80</sup> Available at <https://www.africaportal.org/publications/security-of-elections-in-southern-africa/> accessed 31 May 2018.

- Co-author of civil education manual for Burundi and Madagascar (2007).<sup>81</sup>
- Lead writer of the South African Handbook for Municipal Councillors.<sup>82</sup>
- K Tip ‘Do No Harm: Conflict Sensitive Election Design’ in Andrea Iff (ed) *Ballots or Bullets: Potentials and Limitations of Elections in Conflict Contexts* (2011) Swiss Peace Annual Conference 2010.<sup>83</sup>
- K Tip ‘Zambia’ in Susan Booyesen & Denis Kadima (eds) *Compendium of Elections in Southern Africa: 1989-2000. Twenty Years multi-party democracy* (2009).<sup>84</sup>
- K Tip ‘The Role of Civic and Voter Education in Reducing Voter Apathy’ paper presented to the Electoral Commission Forum (ECF) of SADC countries on Voter Apathy in Kasane Botswana, July 2005.<sup>85</sup>

### **Political party affiliation**

Not disclosed.

---

<sup>81</sup> No link could be found.

<sup>82</sup> No link could be found.

<sup>83</sup> Available at [http://www.swisspeace.ch/fileadmin/user\\_upload/Media/Publications/Conference\\_Paper\\_2010.pdf](http://www.swisspeace.ch/fileadmin/user_upload/Media/Publications/Conference_Paper_2010.pdf) accessed 31 May 2018.

<sup>84</sup> Verification available at <https://www.eisa.org.za/pdf/JAE9.1Review.pdf>

<sup>85</sup> No link could be found.

## Ms Nomalanga Violet Tyamzashe

Ms Tyamzashe is a Commissioner for the Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities (CRL). She has served in that capacity since 2014. She has a diploma in Human Resource Management from Damelin Business School and a certificate in Cytology.

### Qualifications

Qualification	Institution	Year
Diploma in Human Resource Management	Damelin Business School	Not specified
Certificate in Cytology as a Cyto-Technician registered with the Health Professions Council	Not specified	Not specified

### Employment History

Position	Employer	Period
Commissioner	CRL (part-time)	2014 – 2019
Councillor	South African Geographical Names Council (SAGNC) (part-time)	2014 – 2017
Director	Harmonica Jazz Foundation (part-time)	2009 – Present
Member of Distribution Agency	National Lotteries Commission (part-time)	

### Professional or Personal Conduct

No adverse comments or complaints or other allegations of misconduct of any nature could be found.

### Business Interests

None could be found during this research process

### Political Affiliation

Not disclosed



## Mr Gladwyn Martin White

Mr White has experience in both the public and private sectors, having occupied various public service positions while also engaging in business consultancy practice. He has worked in several capacities for the IEC and is currently employed by the Commission as a municipal electoral officer. He has also worked extensively with the South African Football Association (SAFA), culminating in his appointment as a member of its NEC.

### Work Experience

<b>Position</b>	<b>Employer</b>	<b>Period</b>
Financial Officer	Dikgatlong Municipality	1993 – 2002
Executive manager; Facilitator; assessor; moderator; business developer; consultant; bookkeeping.	White Biznis Solutions	2000 – Present
Project coordinator, Area manager; Senior Financial officer – Dikgatlong Municipality; Senior Finance Clerk; Barkly West Municipality; Assistant Admin Clerk – Mataleng Town.	Independent Electoral Commission (IEC)	1996 – 2016
Municipal Electoral Officer	IEC	2016 – Present

### Qualifications

<b>Qualification</b>	<b>Institution</b>	<b>Year</b>
National Senior Certificate	Homevale Senior Secondary School	1989 – 1990

National Diploma, Accounting and Finance	Damelin Kimberley	2008 – 2012
Bachelor of Business Administration	Not specified	2017
Postgraduate Diploma in Business Management (candidate)	Not specified	Current

**Professional or Personal Conduct**

No adverse comments or complaints or other allegations of misconduct of any nature could be found.

**Business Interests**

Mr White does not appear to hold directorship positions at any companies. He does, however, practice business consultancy in a private capacity with ‘White Biznis Solutions’. The entity has very little by way of online presence, so nothing substantial could be garnered concerning it. No evidence of any improper conduct was found.

**Political Affiliation**

Unknown.