

## CLARENCE TSHITEREKE, Ph.D.

### PERSONAL DETAILS

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Surname: Tshitereke  
First Names: Nyelisani Clarence Muofhe  
Nationality: South African  
Gender: Male

### HIGHER EDUCATION

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- **Doctor of Philosophy, Ph.D. [Political Studies]**  
**Queen's University at Kingston, Canada – [2004]**

Thesis: *"GEAR and Labour in Post-Apartheid South Africa: A Study of the Gold Mining Industry 1987-2004."* Supervisor: Professor Bruce J. Berman

The Thesis was subsequently published in full by Routledge in London and New York as *The Experience of Economic Redistribution: The Growth, Employment and Redistribution Strategy in South Africa* [2006].

Courses Completed: [All Completed in Distinction]

Comparative Politics of Development; International Political Economy; Southern Africa;  
International Politics; Studies in National Security

- **Master of Philosophy, M.Phil. [Political Management]**  
**University of Stellenbosch – [1998]**

Thesis: *"Debate on the Contract Labour Migrant System in South Africa, 1990-1998."*  
Supervisor: Professor Hennie Kotze

The Thesis investigated continuity of contract labour migrant system for migrant workers from the neighbouring countries to the South African mines as "cheap labour" in the post-apartheid era. Of interest was South Africa's "dual immigration system" for skilled labour through the Aliens Control Act of 1991, while migrant workers from southern Africa to the South African mines were admitted through the Bilateral Labour Agreements signed between the Department of Home Affairs and neighbouring countries and administered by The Employment Bureau of Africa [TEBA].

- **Bachelor of Arts, B.A. [Political Studies]**  
**University of Cape Town – [1996]**

## **COURSES ATTENDED**

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- 2008            China-Africa Exchange on Sustainable Development – November, Tongji University, Shanghai, China
- 2000            Certificate in Refugee Studies – June, York University, Ontario, Canada

## **HIGH SCHOOL**

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- Last school attended            :            Tshivhase Secondary School, Sibasa, Venda (1989 – 1993)
- Highest Standard Passed        :            Matric/Grade 12 (1993)

## **CAREER HISTORY**

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### **1. Muthu Consultants: Executive Director (July 2019 – Current)**

I have been working as a research consultant on mining and social issues. Amongst others, I have researched the relevance of coal to South Africa's energy needs against rising pre-eminence of alternative renewable sources.

### **2. Ministry for Social Development: Special Adviser: Minister for Social Development (01 April 2018 – 28 May 2019)**

#### SCOPE OF DUTIES

- Advised the Minister for Social Development on the exercise or performance of her powers and duties in relation to policy on:
  - Development of human and social development interventions
  - Poverty reduction, food security and community self-sustainable programmes
  - Comprehensive social security social crime prevention and anti-substance abuse  
Community development, families and social welfare services
  - Rights of persons with disabilities; the elderly and children; youth development support.
  
- Amongst the achievements was the transition of over eight million South African Social Security Agency (SASSA) beneficiaries from Cash Paymaster Services to the South African Post Office (SAPO) between March 2018 – December 2018.

**3. The Presidency: Special Adviser: Minister Responsible for Women  
(01 February 2017 – 31 March 2018) – Transfer from Women to Social Development with Minister**

SCOPE OF DUTIES

- Advised the Minister for Women on the exercise or performance of her powers and duties in relation to policy on Women such as Women Empowerment; Violence Against Women and Children.

ACTING DIRECTOR-GENERAL

- I was appointed Acting Director-General for the Department of Women for the period 01 November 2017 – 31 March 2018. In this capacity, I was:
  - Accounting Officer of the Department of Women reporting to the relevant parliamentary portfolio committee responsible for overall performance and financial accountability
  - Responsible for an annual budget of at least R170 million
  - Responsible for at least 110 employees
  - Representing the Department of Women at the Forum of South Africa's Directors-General [FOSAD] as well as a member of the Steering Committee of the Forum of South Africa's Directors-General.
  - Led the Department's research and training on violence against women and children in the following provinces: Northern Cape; Mpumalanga; North West and Eastern Cape.

**4. University of Venda – Director: Office of the Vice-Chancellor and Principal  
(August 2014 – May 2016)**

SCOPE OF DUTIES

- Providing executive counsel, strategic and operational support and advisory to the Vice-Chancellor and Principal in meeting overall university strategic objectives and performing statutory duties
- Providing strategic leadership in the development of institutional Annual Performance Plans as required by the Department of Higher Education and Training; Strategic Plans; Mid-Term and Annual Reports
- Managing institutional performance and compliance with relevant statutes, policies and reporting regulations of the Department of Higher Education and Training
- Attending all meetings of the University Council and provide support to its Committees: Human Resources; Finance; Audit; Risk; Student Affairs; and the University Senate
- I also led a research grant for £41,738.00 by the British Council for *Understanding Best-Performing & Under-Performing Schools: Towards Improving Efficiencies in Vhembe, Limpopo Province*, for the period March 2015 – March 2016. The project was implemented in partnership with the Vhembe District Education Department, the University of Venda and the Office of the Limpopo MEC for Education.

**5. Old Mutual South Africa – Head: Old Mutual Foundation  
(January 2012 – June 2014)**

SCOPE OF DUTIES

- Developing a Corporate Social Investment Strategy that ensured Old Mutual participate actively in the socio-economic transformation of South Africa
- Manage Old Mutual's overall investments in communities through Corporate Social Responsibility Programmes
- Interfacing with the Board of Trustees for the selection of projects for consideration
- Manage the Old Mutual Foundation Trust investment portfolio by seeking Board approval for an Investment Strategy that grows the investment portfolio over time
- Ensure that Corporate Social Responsibility contributed towards Old Mutual's compliance with BBBEE requirements and associated statutory/legislative framework
- Accountable to the Old Mutual Foundation Board of Trustees for the impact of investments and performance of the Old Mutual Foundation trust
- Major achievement was the approval of an Old Mutual Foundation Flagship Education project for an amount of R350m for a period of seven years (2013-2019)

**6. Ministry of Defence and Military Veterans – Chief Director Research and Advisory  
(October 2009 – December 2011)**

SCOPE OF DUTIES

- Undertaking research, drafting advisory briefs and speeches for the Minister
- Responsible for managing interface with Parliament, including drafting responses to Parliamentary Questions and representing the Ministry in various Parliamentary Committees – amongst others, the Joint Standing Committee on Defence and the Defence Committee
- Lead the research team working on establishing the Office of the Military Ombud

**7. Department of Housing – Chief Director: Office of the Director-General  
(January 2008 – September 2009)**

SCOPE OF DUTIES

- Chief of Staff of the Department
- Provide executive support to the Director-General in managing the Department
- Manage the Department's interface with Parliament, Provincial Departments, UN Habitat, Cities Alliance and the World Urban Forum
- Manage the Department's response to Parliamentary questions including drafting inputs to legislative processes
- Was also Acting Chief Director for Communications for a period of eight months responsible for Corporate Communications, Media and Marketing. The highlight of this responsibility was the BNG TV series on national television

**8. National Intelligence Coordinating Committee – Senior Analyst/Head of Domestic Stability (July 2006 – December 2007)**

SCOPE OF DUTIES

- Chairing monthly meetings of officials representing the intelligence services: National Intelligence Agency; Defence Intelligence and Crime Intelligence of the South African Police Service – and the Department of Home Affairs [after it was coopted]
- Analysing intelligence inputs from National Intelligence Agency; Defence Intelligence and Crime Intelligence of the South African Police Service and produce a monthly composite intelligence product on domestic stability
- Drafting and presenting monthly national stability briefs to the Justice Crime Prevention and Security Cluster (JCPS) meetings of Directors-General
- Drafting domestic intelligence input to the annual National Intelligence Estimate
- Developing early warning models to guide analysis and intelligence collection
- Representing the National Intelligence Coordinating Committee at the National Joint Operational and Intelligence Structures (NATJOINTS), which coordinates all security and law enforcement operations
- Formed part of delegations to the Joint Standing Committee on Intelligence (JSCI) on various presentations during the period 2004-2007

**9. The Presidency – Director: International Relations and Trade (July 2005 – July 2006)**

SCOPE OF DUTIES

- Monitor the development of policy and implementation/progress (Government's Programme of Action) on South Africa's foreign, international relations and trade policies
- Interface with the Portfolio Committees for Foreign Affairs and Trade and Industry
- Draft Presidential responses to relevant Parliamentary Questions on international relations and trade
- Represented The Presidency in South Africa's Trade Negotiations with the Department of Trade and Industry

**10. National Intelligence Agency: Senior Analyst – Political Intelligence (July 2004 – June 2005)**

SCOPE OF DUTIES

- Providing products on political intelligence
- Drafting domestic intelligence input to the annual National Intelligence Estimate
- Developing early warning models to guide analysis and intelligence collection

## 11. Queen's University at Kingston: Researcher and Project Coordinator

**Southern African Migration Project [Part Time: I was first a Master of Philosophy student intern at the University of Stellenbosch and then a Ph.D. student with Queen's University at Kingston in Canada] - (March 1997 – September 2004)**

### TEACHING WHILE AT QUEEN'S UNIVERSITY

Between September 2000 to September 2004, I alternated between South Africa and Canada for my course work and research on South Africa's macroeconomic policy. Amongst others, the Thesis analysed effects of the end of South Africa's mining industry's exclusive access to "cheap labour" from neighbouring countries through Bilateral Agreements and how the industry mechanized its operations to circumvent growing labour militancy – and increasing unionization and labour statutes such the Labour Relations Act (1995); the Basic Conditions of Employment Act (1997) and the Employment Equity Act (1998). Over the period September 2000 to September 2004, I was a teaching assistant for the following courses while at Queen's University:

- Comparative Politics (Second Year Level)
- Race and Racism: Landscapes of Exclusion (Third Year Level)
- Development Theory (Second Year Level)

### PROFESSIONAL MEMBERSHIPS

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National Education Collaboration Trust: A member of the Limpopo Chapter (2015 – 2016)

University of Venda Foundation: Member of the Board of Governors (2013 – 2016)

### AWARDS RECEIVED

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2015	University of Stellenbosch's Rector Award for Exceptional Achievement
2003-2004	Dean's Ph.D. Research Grant, Queen's University at Kingston
2000-2004	Queen's University Graduate Award, (Ph.D.) Kingston, Ontario, Canada
2000-2004	National Research Foundation's Prestigious Scholarship for a Ph.D.
1999	French Institute scholarship for a Ph.D. 1999 [ENS Cachan, France] (not taken)
1997-1998	Abbe Bailey Trust, scholarship (M.Phil.)
1998	Human Sciences Research Council research funding (M.Phil.)
1998	Jansen-Cillag scholarship for a Ph.D. November 1998 (not taken)
1997	South African Political Science Association

## **PUBLICATIONS: BOOKS**

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- 2006        *The Experience of Economic Redistribution: The Growth Employment and Redistribution Strategy in South Africa*, Routledge, London and New York.

## **PUBLICATIONS: ARTICLES**

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- 2009        “There Shall be Houses, Security and Comfort,” ISS Paper 196, Institute for Security Studies, Pretoria.
- 2004        “Accountability and Oversight: The Role of Parliament in Arms Transfers,” in Le Roux, L., M. Rupiya and N. Ngoma, *Guarding the Guardians: Parliamentary Oversight and Civil Military Relations: The Challenges to the SADC*, Institute for Security Studies, Pretoria.
- 2003        “The National Conventional Arms Control Act: An update,” in *Focus on Small Arms*, Number 5, May, Institute for Security Studies, Pretoria and Cape Town.
- 2003        “On the Origins of War in Africa,” in *African Security Review*, Volume 12, Number 2, pp. 81–90, Institute for Security Studies, Pretoria.
- 2002        “Securing Democracy: Party Finance and Party Donations: The South African Challenge,” ISS Paper Number 63, Institute for Security Studies, Pretoria.
- 2001        with J. Crush, “Contesting Migrancy: The Foreign Labour Debate in Post-1994 South Africa.” *Africa Today*, Volume 48, Number 3, Fall pp. 36–49, University of Indiana Press, Bloomington.
- 1999        “Archaic Labour Agreements Need Attention,” *Crossings* 3 (1) Southern African Migration Project, Queen’s University, Kingston, Canada.
- 1999        “Xenophobia and Relative Deprivation,” *Crossings*, 3 (2), 4–5, Southern African Migration Project, Queen’s University, Kingston, Canada.
- 1999        “Ramphela Reflects on Foreign Students and Transformation,” *Crossings*, 3 (2), Southern African Migration Project, Queen’s University, Kingston, Canada.
- 1999        “Same-sex Couple Ruling Extends Right to Live and Work in SA, *Crossings*,” 3 (2), Southern African Migration Project, Queen’s University, Kingston, Canada.
- 1999        “Treating Migration with Sensitivity and Understanding,” *Crossings*, 3 (2), Southern African Migration Project, Queen’s University, Kingston, Canada.

## **PUBLICATIONS: NEWSPAPER ARTICLES**

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Have contributed articles to South African newspapers on different topics:

- “Cape’s poor bear the brunt of reckless politicking,” *Business Day*, 11 March 2008

- "The importance of adequate housing," *Mail & Guardian*, 01 September 2008
- "Despite limited resources, housing delivery output must be accelerated urgently," *Cape Argus*, 26 November 2009
- "Essential service worthy of defense," *Mail & Guardian*, 11 April 2011
- "Harnessing collective efforts is the answer," *Mail & Guardian*, 26 April 2013
- "Improving the lives of SA's children," *Mail & Guardian*, 29 November 2013

#### CONFERENCE PAPERS PRESENTED

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- 2016 "The Experience of Economic Redistribution in South Africa." Paper presented at El Colegio de Mexico, 31 August, Mexico City, Mexico.
- 2016 "Discourse on Rights and the South African Constitution." Paper presented at the Nelson Mandela UNAM Human Rights in Film and Literature, National University of Mexico, 25 August, Mexico City, Mexico.
- 2016 "Against the Odds: Academic Excellence of Selected Schools in the Limpopo Province of South Africa." Paper presented at the 14<sup>th</sup> Annual Hawaii International Conference on Education, 03–06 January, Honolulu, USA.
- 2015 "Against the Odds: Academic Excellence of Mbilwi, Thengwe, Tshivhase and EPP Mhinga High Schools in the Limpopo Province of South Africa." With V. Netshandama; P. Kutame; T. Mashau and M. Maluleke. Paper presented at the First Univen – WSU International Conference, 02–04 September, East London.
- 2006 "The African Economic Outlook." Paper presented at the Fifth Tswalu Dialogue, Tswalu Kalahari Game Reserve, 27–30 April. Conference organized by the Brenthurst Foundation.
- 2003 "Accountability and Oversight: The Role of Parliament in Arms Transfers." Parliamentary Oversight Conference, 8–12 July, Arusha, Tanzania.
- 2002 "Inter-governmental and Civil Society Strategies: Civil Society Reports and State Compliance." Lecture delivered at the Human Rights Trust of Southern Africa training workshop, 11 November, Harare, Zimbabwe.
- 2002 "Contesting Migrancy: The Foreign Labour Debate in Post-1994 South Africa." Co-written with Professor Jonathan Crush – presented at the Canadian Association of African Studies, 31 May, Toronto, Canada.
- 1999 "Bilateralism and the Migrant Labour System." Paper presented at the SALDRU-SAMP conference, 16–18 May, Cape Town.
- 1997 "Corruption in the Public Sector." Paper presented at the South African Political Science Association, October, Mmabatho.



## **INTERNATIONAL CONFERENCES ATTENDED**

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- 2017 United Nations Commission on the Status of Women, March, New York, United States
- 2008 World Urban Forum, 3 - 6 November, Nanjing, China
- 2008 United Nations Population and Development, United Nations, April, New York, United States
- 2008 United Nations Housing and Urban Development (UN Habitat), November, Nairobi, Kenya
- 2008 2<sup>nd</sup> African Ministerial Conference on Housing and Urban Development, 28–30 July, Abuja, Nigeria
- 2008 Business Cycle Development, Financial Fragility, Housing and Commodity Prices, 21–23 November, Barcelona, Spain
- 2007 Intelligence Analysis in the Asia-Pacific Conference: Intelligence Culture and Practice, 17–18 September, University of Adelaide, Australia
- 2006 Africa Beyond Aid, conference organized by the Brenthurst Foundation and the Konrad-Adenauer Stiftung, 3–4 April, Potsdam, Germany
- 2005 World Trade Organisation, Ministerial Conference, 13–18 December, Hong Kong, China.