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**Analyzing Cadre Deployment as a Catalyst for Constitutional or Political Democracy in Africa:
Insights from South Africa**

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Abstract: The concept of political democracy has emerged within the discipline of political science to denote the notion that democratic systems are fundamentally shaped by its dynamics. In the context of contemporary governance, constitutional frameworks are designed to uphold the rule of law, ensuring accountability and legitimacy for both governing authorities and the citizenry. However, certain ruling parties adopt practices such as cadre deployment to advance their political objectives. This practice, often perceived either as a form of political patronage or as compensation for loyalty during struggles for political dominance, may result in the circumvention of constitutional principles and the erosion of mutual oversight among public officials. This paper seeks to critically examine whether cadre deployment supports the development of constitutional democracy or merely reinforces political democracy. Employing a qualitative research methodology, the study investigates whether incoming governments routinely implement cadre deployment and assess whether such practices contribute to partisan governance. The findings suggest that in some states such as South Africa; cadre diplomacy can be catalyst for mediocrity while other states such as China have used this policy to build the state. Therefore, the paper concludes that while cadre deployment can function as a tool for reinforcing constitutional democracy, it simultaneously presents a risk to constitutionalism and the integrity of democratic institutions by fostering mediocrity, facilitating corruption, and weakening other critical sectors.

Keywords: Constitution; political democracy; cadre diplomacy; chapter nine institutions; South Africa

Introduction

The introduction of colonial rule in Africa did not just separate societies and communities but also introduced new laws and rules under constitutional law. Constitutions in contemporary age play a crucial role in ensuring that the rule of law is upheld by the rulers towards the ruled, as the ruler mustn't oppress the ruled but be guided by the constitution. Similarly, political democracy seems to be a new term that arises within the field of political studies that seeks to depict that politics informs democracy. Political democracy can be seen as a system of the ruling elites expanding their influence and power by choosing among themselves those that are will content for office. Within the space of South Africa, cadre deployment has the business of the day in the promotion of democracy as ruling party would recommend their desired candidates to serves in democratic promoting institutions (Shava and Chamisa, 2018:2). In some instances, opposition parties have criticized the ruling party for this cadre deployment as they deem it to be promoting the interests of the party than those of

the party as officials would only take turns in benefiting from the resources of the state at the expense of the people.

Cadre deployment can be understood as a policy by the ruling party that seeks to place its loyal supporters in strategic sectors of the society to ensure that they spread the internal policy ideology (Kok, 2017). In essence, the political idea of cadre diplomacy is to ensure that the ideology and the influence of the ruling party is widely spread across most strategic sectors of society, especially the economy. In most cases, politicians tend to disregard the constitutions and not provide the needed oversight into each other due to this political deployment while promoting political democracy. Though not a formal term, Hodges (1965) explains that *political democracy* can be seen as a system of the ruling elites expanding their influence and power by choosing among themselves those that are will content for office. The policy is mainly about providing economic support to their party loyalists and ensuring the party's political ideology thrives. Thus, this support may not necessarily be of marital nature but those that have access to resources can use this as an opportunity to award their people with opportunities particularly within states offices, entities or institutions.

However, this may be problematic in democratic states, especially with the constitution in place where there must be intensive checks and balances together with accountability. Yet, this has not been the case in South Africa where corruption has been thrived over most political and economic institutions, and the policy of cadre diplomacy has been blamed (Pillay and Beharry-Ramraj, 2024:441). This has raised the question of where the role of the constitution in this was and if this policy was constitutional to begin with. Hence, there is a need to interrogate where cadre diplomacy provides political democracy or constitutional democracy especially in South Africa. Jackman (1974) concurs that political democracy can be noted to be the kind of democracy that only benefits the political elites, and, in most cases, they only get to benefit from the benefits of the states economically.

This is what the critics of cadre diplomacy argue that this policy only allows the political elites to benefit at the expense of the many ordinary citizens. While on the other hand, constitutional democracy is understood to be a tool that ought to be driving democratic ideas through the constitution. This is in a state where everyone is equal and is expected to receive resources of the states with merit and they ought to be awarded that opportunity through democratic or merit processes. However, these two practices have been minimally seen to be working well together in states such as China where cadre diplomacy respects constitutional law and formation. Hence, there is a need to scrutinize whether cadre diplomacy is a catalyst for constitutional or political democracy in developing states with one party dominant system. From that understanding, the paper draws on insights from South Africa to analyze cadre diplomacy policy as a catalyst for constitutional or political democracy in Africa.

Literature Review

1. Background on Democracy and Constitution composition

Democracy is normally referred to as the type of government in which the society has the right and the authority to deliberate and decide on the legislation or rather the society has the authority to choose their preventatives that decide on legislation (Bjørnskov and Rode, 2020). As such they are different types of democracy, direct and indirect democracy, direct and indirect democracy. Direct democracy can be attributed to the type of democracy in which citizens take or form direct participation in democratic decision making and the best example of this can be noted to be the state of Switzerland (Wike, Simmons, Stokes, and Fetterolf, 2017). Meanwhile, contrary to direct democracy, indirect also referred to the type of democracy in which is founded on the principle of elected individuals representing a whole group in the society. In addition, this type of democracy can be attributed to the one being practiced in South Africa (Wike et al., 2017).

Now with regards to the chosen state of Botswana, Botswana practices a framework of multi-party democracy and a parliamentary system. A multi-party system is a political system where multiple political parties in the political landscape seek to run for national elections, and the capacity to gain government offices, either separately or in coalition with other political parties (Dekoninck and Schmuck, 2022). What this means is that in this country members of society elect their own desired candidates then these people are going to

represent them/ their interests in government. Different candidates from different parties can contest for the elections hence it is then regarded as a multi-party democracy, and this also promotes democracy as it allows participation (Dekoninck and Schmuck, 2022). Therefore, having more participation assists in accountability and transparency to having a free and fair election in the country of Botswana. As such this state can be noted to be a state that practices an indirect type of democracy where the citizens elect individuals to be the ones that make decisions on their behalf (Davis Jr, 2023). Hence, Botswana is amongst the democratic and free states across the globe.

The buildup of constitutions over the years has been to clarify the functions of the government, to determine the power of the governmental office bearers amongst other functions (de Visser, 2019). Their existence has intensified the need for a state that will be governed by its laws, in some instances, this may be led by the different geographic locations of states, the kind of ruling that is being practiced in that particular state and also the desired ambitions of the states through the ruler and the ruled through their relationship (social contact). Although throughout the world the most desired and most practiced principle of the ruling is democracy there are still in other parts of the world where non-democratic regimes still exist, regimes such as authoritarian or totalitarian where freedom and rights don't exist (Cassani, and Tomini, 2018).

2. The Role and Significance of Constitutions

Empowering States

The constitution is regarded as the most fundamental rule of a state; every rule that society is expected to follow is drafted in the constitution. Now the constitution empowers the states to be given the ability to initiate, amend, and legislate new and existing laws. The governmental office bearers are given the ability to act on behalf of the citizens and do what they see fits concerning their laws and policies. For instance, the government through the office of the finance minister is entrusted with the development of economic policies that are going to ensure that the society gets jobs, in essence, the economy will experience growth. This is a clear indication that each state has been given the power to choose its own rule of laws, being empowered through this to legislate and implement new laws. Over and above that, Rodrik (2018) explained that through globalization is on the rise making international relations between states to be easier, states always refer to their foreign policy to make their relations on the international stage and in dealing with other nations through foreign policy.

Establishing Unifying Values and Goals

After apartheid, South African society was deeply divided by race, ethnicity, gender, and economic inequality. The concept of the "rainbow nation" emerged to promote unity and reflect the country's diversity. The government played a key role in fostering peace, stability, and development, as outlined in the Constitution (1996). Without peace such as in conflict zones like Afghanistan development is hindered. To reduce inequality and prevent unrest, policies like Broad-Based Black Economic Empowerment (BBBEE) aimed to economically uplift Black South Africans, addressing the imbalances of apartheid (Motswaledi & Rapanyane, 2022). Though not all benefited equally, the policy sought to level opportunities. Additionally, gender-focused initiatives were introduced to empower women economically and reduce gender disparities, with some job sectors prioritizing female employment. These efforts support gender equality, combat gender-based violence, and align with constitutional values of inclusion and equality.

Providing Government Stability and Protecting Freedom

Government stability is crucial for effective service delivery. In South Africa, the trice policy doctrine outlines three separate but interdependent arms of government: the legislature, executive, and judiciary (Constitution of South Africa, 1996). These branches must maintain balance and cooperation to function properly. For example, after elections, the Chief Justice oversees the first parliamentary sitting and the election of the Speaker, who then presides over the election of the President. The President, as head of the executive, appoints a new Chief Justice when needed, based on legislative recommendations. Each branch has oversight roles, the

legislature holds the executive accountable, while the judiciary ensures lawful governance and intervenes in cases of corruption.

Another key role of the constitution is to protect individual freedoms from potential government overreach. Human rights apply universally, regardless of citizenship, and must be upheld by all states (Alston, 2017). In South Africa, the principle that “the country belongs to all who live in it” ensures that both citizens and foreigners are protected under the law and entitled to due process. For example, when the government failed to provide antiretroviral (ARV) treatment, the Treatment Action Campaign (TAC) challenged this in court, arguing it violated the constitutional right to reproductive health (Constitution of South Africa, 1996).

Legitimizing Regimes

Regimes often face resistance, particularly in African states where leaders may seek to rule like monarchs despite not having monarchies (Biswas, 2020). This can lead to questions about their legitimacy. Constitutions help establish a social contract between the government and the people, ensuring democratic participation and legitimacy through recognition by the citizens such as South Africans voting the ANC into power after apartheid. Beyond domestic legitimacy, international recognition is also vital. It fosters diplomatic ties, trade, and participation in global institutions. For example, South Africa’s recognized government has enabled its role in bodies like the UN Security Council as a non-permanent member, enhancing its international standing.

3. Cadre diplomacy in South Africa

Cadre diplomacy has been hailed as one of the best policies in the international space, states such as China successfully harvested the full potential of this policy. Thus, other countries, especially the emerging democracies in Africa, have also followed in the same context. Ganda (2020:934) has alluded to how the Zimbabwe “look east” foreign policy has paved way to also adopt the cadre deployment policy as a replica model of Chinese government. Ganda (2020:939) further argues that not just Zimbabwe but also Egypt has identified the Chinese economic model as a modernised, scientific, and integrated model with mega projects that addresses internal challenges of unemployment and poverty while ensuring foreign investment. For instance, the Central Committee and the Politburo in the case of Zimbabwe is a direct replica of the Chinese Communist Party (CCP) cadre diplomacy, which was learned from the Chinese government. In the case of South Africa, cadre diplomacy was introduced by the ruling party since the taking over in 1994 and this was party policy which was employed over the years. The Africa National Congress (ANC) has employed this ideology as means of public policy for administrative employment as well as strategic sectors of society. Shava and Chamisa (2018:2) confirms that the former ANC’s Secretary General Gwede Mantashe has agreed that the ruling party has adopted and is being guided by the policy to employ people in strategic sectors of the government. Similarly, Letseka, Bantwini and King-McKenzie (2012) as cited by Shava and Chamisa (2018:2) contends that there are significant implications on the administration when cadre diplomacy is adopted by the government party to employ administrators.

Although the policy has worked great in certain states such as China, in South Africa this policy is seen as the bane of corrupt activities and enforcing the agenda of the political party. Hence, scholars such as Tshishonga (2014) have alluded that cadre diplomacy has an impact on service delivery while it continues to enhance the patriotic networks within the ruling party while the civil society suffers when it comes to service delivery. Cadre diplomacy beyond the understanding that it is driven by party loyalty, it is also perpetuated by the understanding that there will be great loyal networks between cadres, and they can use them to benefit from the resources of the state. Thus, this inhibits the democratic idea and agenda of having checks and balances as required by the constitution. Thus, this will then lead to a political democracy where leaders only need the consensus of their cadres in decision-making even if they are not in line with the constitution or seek to undermine the constitution. For instance, the emergence of the corona virus has clearly depicted just how the South African society is divided not only economically but also with access to resources. Political leaders have since used their political status or positions to gain access to governmental coffers and loot state resources without any repercussions. Corruption has been the cancer of the ANC since the dawn of democracy.

Several administrations have come and left but one thing that has been common through all these governments is corruption. During the pandemic, several ANC members have been linked with corruption at the highest level, from awarding governmental tenders to stealing money and personal protective gear. In addition, the surge of covid-19 particularly in the developing democracies came with a lot of demands and uncertainty. Having to resort to emergency leadership during the crisis, this may have been some of the uncertainty that came with the virus. Governments across the world have never had to go under lockdown before and provide emergency leadership in which resources had to be redirected to combine the pandemic, particularly monetary resources. Thus, due to this cadre diplomacy and relations between cadres or politicians it was easier for them to protect each other while ensuring that their loyalty and expansion of such networks.

This can be linked to how the official opposition of South Africa the Democratic Alliance has approach the high courts to say that cadre diplomacy policy is unconstitutional. This was encouraged by the view that ANC members use cadre diplomacy policy as a means to undermine the constitutional democracy and promote more political one. Although the policy has not yielded any positive results for South Africa, this is still a great policy hence it worked for states such as China. This would also explain the stance of high court ruling in favor of the ruling party, however, still instructing the ANC to reveal the policy for upholding democracy, transparency and accountability.

Theoretical Framework

This section presents the theoretical foundation of the paper, the study has since relied on two network and coalition theories to better present the argument of the study.

1. Network Theory

Social network theory views social relationships in terms of nodes and ties. Nodes are the individual actors within the networks, and ties are the relationships between the actors. There are different reasons that make people form and have these ties, some may be social while others are encouraged by their business opportunities within the same stream as these individuals pass information amongst themselves (Liu et al, 2017). To the study at hand the social network theory is adopted to unravel the ties that are business or capital related to nature. Furthermore, even though others may have started as social bonds they may be transformed into a broader level of business opportunities as they grow. Kadushin (2005) supports this by documenting that this theory in social sciences cannot be boxed in, but it cut across so many levels when questioning. It can be on small scale group level where it will be employed on an analysis of social groups which most are not formally established, and it can also be applied on a global level (Kadushin, 2005). Borgatti and Ofem (2010) have concurred with this by noting that the network theory can be applied to many situational phenomena in social research which includes, crime/ war, public consultation and public health (Valente and Pitts, 2017). This is vital to the study at hand as it depicts that the theory can be applied to the networks formed within political parties and how these networks can be both formal and uninformed hence other networks can only be identified as social networks.

In the contemporary South African politics, individual resources to influence the outcomes of the political landscape has become very vital. McClurg (2003) in his study of social networks and political participation has depicted that individual resources are vital factors that promote these political networks and participation. So, the lack of accountability within the different levels of government have entangled to the state-owned entities, also belonging to the government and having ministerial positions that directs the days to running of the entity there has been a significant cadre deployment. It has to be noted that over the years, the ANC government has not looked to recruit new members, particularly those that would be serving within the different ministerial and governmental posts. Rather they have been shifted from one post to the next whereby their qualifications were not even considered but rather political affiliations were more significant. Since well several public servants have been in the government for so long, they have also noted the lack of accountability and oversight from the different ministerial committees. Therefore, they have resorted to employing their fellow cadres and looting the entities, hence cadre deployment policy can be alluded to having increased the financial prospects of political elites. Perrewe and Rosen (2017), have explained that

governmental employees particularly cadres when being deployed to a certain department, the trust level needs to be high, and this is driven by their political affliction which created the network or bounds. Hence, this phenomenon can be alluded to increasing political democracy rather than a constitutional one where issues of accountability and transparency are the foundation of the regime.

2. Coalition Theory

The coalition theory seeks to address governmental development, it depicts and explains how a governmental personality is built by the ruling party (Brehm and Scott 1997; Furlong 1998). The theory further asserts that for the government to achieve its legislative mandate, it needs internal or external support to state employment. This support will/ shall be awarded by the political elites as they are the ones circulating and overseeing as well as spearheading the states institutions and opportunities that arise out of these institutions, and their main goal is to bargain as opposed to reaching policy output. Although several governments across the world have been characterized by political party affiliations and ruling, as well as the employment of external influence/ or factors. There has been a concern with some scholars as to how this political or external support will affect the reliability and the validity of the state's institutions, entities and officials, will this not affect the ability of states officials to perform well in their designated duties and will the support enhance states entities performance as opposed to inhibiting it.

In the study of "evaluating trustworthiness, representation and political accountability in new modes of governance". Bellamy et al., (2011) has questioned the ability of political parties in governance can be trusted and to which extent can they be held accountable for their actions so as to have proper representation of society. The study above can concur with the study of Shava and Chamisa (2018) in which they also questioned if political parties can be trusted since they are doing their own bargaining in states institutions. The coalition considering the study at hand showcase how external factors that are supposed to be the supporting structures of the government to ensure accountability and transparency may be questioned. This is in light with the premise question of the study of whether cadre deployment policy promotes constitutional democracy or political democracy. For instance, the government will look to hire external employs to be the directors and the Chief Executive Officers (CEO) of the SAA and the CEO will be paid a lot of money. In most instances, these officials are members of the ruling party or have relations with the members of the ruling party and in exchange for receiving the job they will award them with tenders at this entity. In most cases these cadres do not successfully execute their mandate, yet the entity continues to be in a state of disaster with funds being distributed.

The theory basically explains the dominance of cadre deployment in the South African public sector and the states owned entities. It also awards the emphasis that coalitions provide a means of political control by political parties. The ANC government, in the case of South Africa deploy its cadres as a way of controlling public institutions, states owned entities within the different levels of government. Therefore, their control and total dominance within states institutions and organs, especially those that are supposed to be the safeguards of democracy, will challenge the application of constitutional democracy. Instead, this will only increase the idea of political democracy where only political elites will be benefiting without any accountability or transparency because of cadre diplomacy.

The theoretical foundation of the study has relied on two theories, namely the social network theory and the coalition theory. The social network theory focuses on the relationships and networks formed by politicians within the different levels of government and state-owned entities. This theory shows how these relationships overlap and can open doors for cadre to award each other governmental works, and this may or may not be on merit. The social network theory further explains that the nature of these relationships may start by being socially motivated and they later turn to business type of relationships/ networks (Borgatti and Ofem, 2010). In addition, the study also adopted coalition theory, this theory also depicts the impact of cadre diplomacy policy within state affairs especially democracy upholding organs or institutions. It shows the built-up of the government and what is the personalia of the government, this personalia is made up by the ruling party, in terms of how they handle corrupt individuals, how the cadres within that party conduct themselves particularly those working within the state's offices. And in the case of South Africa, scholars such as

Colonnelli et al., (2020) have shown that the nature of the ANC has allowed patriotic networks whereby these cadres are exploiting the state organs, institutions or organizations to make themselves rich.

Methodology

The paper relied on qualitative method of research in its construction and development. It was utilized to understand concepts, experiences, and/or opinions that can generate new research ideas. Thus, the qualitative method was deemed relevant to offer scholarly descriptions in narrative format on the matter under study. Thus, the study used qualitative explanations because the method was able to provide narrative-based information on the subject matter. In addition, the study has since employed a case study research design. This design was identified by researchers due to its ability to describe, compare, evaluate, and understand different aspects of a search problem. Similarly, a case study design allows the researchers to specially analyse the aspect under study to thorough understand the phenomena.

1. Data Collection Technique

The current study relied on document analysis as a research technique of data collection due to its reliance on readily available documents online such as books, journal articles, official reports, and other relevant material. Clarke (2020) refers to document analysis as research technique which relies on various texts and sources in which the researcher replicates to create new and better content of ideas or theories. This process is very systematic in providing rich insights on the subject under study. Therefore, document analysis assisted the researcher to generate rich insights on cadre diplomacy as a catalyst for constitutional or political democracy.

2. Sampling Design

For this study, the researcher used a combination of purposive and snowball sampling. Purposive sampling involved selecting sources based on their relevance to the topic, particularly those offering detailed insights into cadre diplomacy (Suen, Huang & Lee, 2014). Snowball sampling complemented this by tracing citations in initial sources to discover additional relevant literature. Together, these methods enabled the researcher to compile a diverse range of scholarly materials including books, journal articles, and government documents accessed via platforms like Google Scholar, ResearchGate, and other open-access search engines.

3. Search Engine for Documents

The study also used the North West University (NWU) Library Online Catalogue and Google Scholar to search for books, journal articles, official reports, and other relevant documents able to provide scientific evidence of analysis on cadre diplomacy policy as a catalyst for constitutional or political democracy in Africa. In employing the above-mentioned search engines, key words such as Constitution democracy, Political democracy, cadre diplomacy, Chapter nine institutions, and South Africa assisted the researchers in obtaining relevant material on the matter under study.

4. Data Analysis

The information collected during the study was organized around key themes that emerged from the research questions and objectives. Using themes to present data is a common approach in qualitative research. In line with this, the researcher grouped the findings into thematic categories. A descriptive content analysis method was used to explore how political democracy and cadre diplomacy are experienced in the area being studied. This approach helped highlight the scholarly views on whether cadre deployment contributes to building a constitutional democracy or simply maintains a system of political democracy.

The Findings

South Africa's constitutional democracy is premised on the rule of law, the separation of powers, and the professionalization of the public service (Ani, 2024:393). Section 195 of the 1996 Constitution explicitly outlines the principles of public administration, emphasizing merit-based appointments, transparency, and accountability. However, the practice of cadre deployment often contradicts these principles. The Zondo

Commission of Inquiry into State Capture (2022) revealed how cadre deployment under the Zuma administration contributed to the erosion of institutional autonomy, compromised service delivery, and enabled systemic corruption. The Commission noted that appointments based on political loyalty rather than competence undermined the effectiveness and impartiality of public institutions, thereby weakening constitutional governance. The Constitutional Court has also highlighted the dangers of conflating party interests with state functions, affirming that public service appointments must adhere to constitutional norms and not partisan considerations.

The development and maturity of South African politics seems to be held up in the trenches of party membership. The government of South Africa has been under the dominance of the ANC since 1994 until the 2024 national elections (Legodi, Mrubula-Ngwenya, Rapanyane, & Vuma, 2024). This depicts the ANC's poll dominance which has been slowly yet steadily declining, their retrospect poll dominance has awarded the party an opportunity to occupy strategic sectors in government such as deployment in ministerial position and strategic directorship positions. Thus, such advantages have led to the ANC led government deploying their cadres to serve in government regardless of whether they are having skills or the knowhow of occupying such top positions in government. Through political networking the party members have amongst themselves occupied strategic and key positions in government (cadre deployment). For instance, when an individual is a member of the executive council (MEC), it must be noted that these members are appointed by the premier of that province.

Similar to the president, the premier is deployed by the party based on party list candidates submitted by the party to the Independent electoral commission (IEC) prior to national and provincial elections in the case of South Africa. Therefore, during the first provincial council sitting, candidates on the submitted party list will run for elections in the council. From there, the council will then elect a premier of that province. In most cases because of its dominance in the polls, the ANC will have more members in the council making it easy for their candidate to ascent to the premiership role in which he/she will also appoint his council which is more likely to be dominated by the ANC members again. Hence, it is easy for the party to recall a member if or when implicated in the form of corruption or scandal that undermines the values of the party. This can be attested to when the ANC in the Gauteng province had to recall Mzwandile Masina who was the MEC of health at the time, but due to his corruption allegations the MEC was recalled by the party (Shava & Chamisa, 2018).

From that premise, the policy of cadre diplomacy from a South African perspective as yielded corrupt networks and ensured that their total dominance of ruling party most in strategic sectors of the society as argued by Shava & Chamisa (2018). Although the policy has greatly been noted to be the bane of development in states such as China, the policy has proven to be the opposite in South Africa. Due to cadre diplomacy values of the constitution have been undermined and disregarded in some instances, the policy to the collapse of most State-Owned Entities (SOE's) due to patriotic network which have led to mismanagement and irregularities in these organizations (Motswaledi & Maseng, 2024). Thus, this can be noted to be more of political democracy as opposed to a constitutional democracy which encourages political networking rather than merit, constitutional application, or clean governance.

Discussion

In theory, cadre deployment could serve democratic objectives by ensuring that elected governments can implement their mandates through ideologically coherent and loyal bureaucracies (Shava & Chamisa, 2018). Political democracy, defined by regular elections, political pluralism, and public participation, may benefit from a state apparatus that is responsive to the governing party's vision. However, in practice, cadre deployment in South Africa has often produced contrary outcomes. Motswaledi & Maseng (2024) alluded that it has facilitated factionalism within the ruling party, weakened parliamentary oversight, and diminished public trust in democratic institutions. Moreover, it has created conditions conducive to state capture, wherein private interests infiltrate state decision-making through politically connected individuals. Thus, rather than serving as a catalyst for democratic deepening, cadre deployment has in many instances become a mechanism for political patronage and elite consolidation, undermining both political and constitutional democracy.

Cadre deployment, while conceived as a tool for transformative governance in post-apartheid South Africa, has in practice often conflicted with the ideals of constitutional and political democracy as Ani (2024). Its implementation has exposed structural weaknesses in state institutions and revealed the dangers of politicizing the public service. While it may have theoretical merit as a governance strategy, without adherence to constitutional principles and democratic norms, cadre deployment is more likely to undermine than to catalyze democratic development. The South African experience offers a cautionary tale and a vital lesson for broader democratic consolidation efforts across the African continent.

Conclusion

In a nutshell, the constitution plays a very significant role in the establishment of states and how their rulers choose to maintain their status in the office. Furthermore, their states in the office are very important that it does not fringe them on the rights of society as that could lead to the de-legitimization of the regime and society could have the option to legally challenge the government. Thus, the paper concludes that constitutional democracy ought to be an important tool used by states to ensure justice and development. However, this has not been the case in South Africa, rather political networks have been the bane of corruption and mismanagement. In addition, this then depicts that political democracy is largely prioritized by cadre deployment while ensuring those political elites assume absolute power in strategic sectors of society. Therefore, cadre deployment is a legitimate policy which a state can adopt. However, African states need to take the social contract into account and uphold the constitution, this is to ensure that values of the constitution are upheld, and political elites do not get to misuse state resources. The paper further provides that for future research; academics can interrogate how cadre diplomacy can inhibit consolidation of democracy thus creating a room for state capture and weak institutions.

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