

**POPCRU**

**Police and Prisons Civil Rights Union**



**9<sup>th</sup> National Congress Resolutions**

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### **1. Political**

- 1.1. National Democratic Revolution**  
**Noting;**

- a.** The persisting global capitalist crisis in the developed imperialist economies and much of the global-south – characterised by job losses, massive unemployment, poverty, deepening inequality and a looming ecological catastrophe.
- b.** The perspective of the SACP’s political program SARS 2012-2017 on the NDR and Socialism and the ANC 53rd National Conference Strategy and Tactics document on the NDR and NDS reiterates the shared perspective of a working class-led NDR and its objective to overcome the interconnected challenges of race, gender and class oppressions in our society.
- c.** The National Democratic Revolution is under attack from our enemies; these enemy forces are located inside as well as outside of the broader liberation movement.
- d.** The grand scale and systemic corruption rampant in the state as manifested through crude manipulation of its institutions to further short term material and political advantage of those who occupy positions of power in the state and their political machinery elsewhere, to the detriment of the state and society.
- e.** That the increased level of corruption and state capture constitutes strategic threat against the NDR.
- f.** The defeat of the so called 1996 class project and new tendency in 2007 and 2012 respectively did not result in the altering of the balance of class forces in favour of the working class and therefore altering of the course of the National Democratic Revolution in favour of the working class.
- g.** The formation of the new federation as representing a new threat in the path of the national democratic revolution
- h.** That the strategic enemy of the working class remain monopoly capital.
- i.** That the state under capitalism the state is inherently captured by the ruling bourgeois class
- j.** The need for the working class to assume a leadership role of the National Democratic Revolution and by implication produces from among its own ranks the capable cadre from which the vanguard party gather its advanced cadreship.
- k.** Significant political, economic and social achievements in our national democratic revolution since 1994 despite the setbacks that were brought about by the authorization of GEAR.
- l.** The normalisation as well as institutionalisation of divisive and factional conduct that runs counters to the revolutionary aims of the movement.

- m.** The changing of the trade union terrain in the country following the launching of the new federation as a potential threat to the leadership position of COSATU to South African workers and therefore their position in relation to the NDR.
- n.** The standing of the ANC as a leader of society and the political organization that organises the rest of society behind the vision of transformation (NDR) has been greatly challenged and compromised as evidenced by the results of the 2016 local government elections and the decline in the 2019 General elections.
- o.** The urgent task to defend the progressive trade union movement is critical to defending the programme of the National Democratic Revolution and therefore the interests of the working class in it.

Believing:

- a. That the ongoing endemic capture of the South African state presents effective basis upon which the public and moral standing of the ANC as a governing party is systematically eroded to the detriment of the revolutionary programme.
- b. The current attacks on COSATU and its affiliates must be understood within the context of the all- round offensive against our revolution.
- c. The historical and shared perspective of the working class led NDR remains correct; and that such perspective must be must be defended and promoted by all and the working class in particular.
- d. We have a fundamental ideological task of on-going class analysis of the global crisis and its impact on the advancement of our NDR and the struggle for socialism.
- e. The working class remains the dynamic link between the struggle for socialism and the deepening of the NDR.
- f. It is the task of the working class to ensure that the ANC's commitment to a perspective of a working class-led NDR finds expression in its socio-economic policies.
- g. Without strong organization and ideological independence, the working class would find itself tailing behind the capitalist class and losing sight of its own interests and momentum for a socialist struggle.

### **Resolve:**

- a. We reaffirm the National Democratic Revolution as our direct route to socialism

- b. Continue to deepen our class analysis and characterisation of the international situation and the balance of forces, and to strengthen our ideological clarity on the challenges and possibilities for the advancement of the NDR.
- c. Ensure that we actively contribute to the development of a radical programme for the second phase of post-1994 transition. The key foundation of the programme will include:
- A strong and democratic public sector as the essential component of the democratic developmental state with a strong strategic planning capacity to intervene in the economy and society as a whole;
  - Maximum unity amongst the African people and black people as a whole - based on their needs and aspirations as a basis for uniting all South Africans; and
  - Reaffirm that the working class is the revolutionary motive force that must lead the NDR not only as a minimum programme but a socialist-orientated process of struggle.
  - Engage the SACP to develop a concrete strategy through its campaigns of building relations with different progressive social forces in the country as part of building working class hegemony in all key sites of power, and our revolutionary task of defending, deepening and advancing NDR and the struggle for socialism.
  - To engage the SACP and work with the SACP in an effort to entrench the Party's political theory and knowledge with organised workers and the working class at large, build popular base for Socialism and build elements and capacity for socialism in the union.
  - Consolidate and intensify the work of our political education programme to build the capacity of our union on the battle of ideas.
  - Continuously defend our historic and shared perspective of the NDR inside and outside the ANC, including through extensive mass political education.
  - Work tirelessly in educating and training our members, shop-stewards and cadres of the union to deepen their understanding of our revolutionary theory so as to take responsibility for the NDR and the struggle for socialism.
  - The union must develop thoroughgoing political programme for continuous development of comrades to enhance our collective ability to contribute meaningfully in the prosecution of our revolutionary tasks.

- To ensure that all strategic meetings of the union at all levels are preceded by political engagements that help to shape the political and ideological analysis that must, in turn, inform the essence of those meetings.
- Take full responsibility for the National Democratic Revolution, to defend its gains, deepen it and isolate the political and class forces against it.

## **1.2. Ideological Work**

### **Noting;**

- a. The on-going capitalist crisis and the accompanying attacks by our class adversaries to weaken and fragment the working class.
- b. The significant role of the public sector and public sector workers in building a developmental state.
- c. The dominance of Neoliberal perspectives in the public imagination as norm by which society views and understand reality
- d. The increasing hegemony of counter-progressive outlook in the structures of our movement and resultant implications on the revolution

### **Believing;**

- a. COSATU was correct in adopting the resolution on the swelling-of-the-ranks of the ANC and the SACP and that the structures of our union must continue to audit the implementation of this resolution, which must include assessing the level of practical activism.
- b. Action without proper ideological and philosophical grounding can be dangerous and misleading.
- c. The union will best serve the interests of its members by deepening its ideological orientation.
- d. The task of entrenching the revolutionary perspective as means to understand and solve challenges of our material reality remains critical to the success of our revolution

### **Resolve;**

- a. Build new and innovative platforms through which we can advance and popularise the ideological bearings of the union as a Marxist-Leninist trade union.

- b. Ensure that the constitutional structures of our union internalise and integrate political and ideological training at all levels of the union, including the PECs and NEC.
- c. The union must infuse the effort to hegemonise our perspective in our daily actions of organising workers to the ranks of the union.
- d. In cooperation with the SACP, improve on the work of comprehensive ideological training of members and shop stewards.
- e. Deepen political consciousness of members to make out of them agents of revolutionary change while working with the Party as a critical component to the attainment of such an objective.
- f. Promote and deepen the practice of popular education in the union so as to create a second layer of ideologues to propagate the ideas of the working class.
- g. Further collaboration with other international partners must be explored.

Aggressively educate our members against the values, ethos and principles of the Neo-managerialism such as PPPs, outsourcing, privatisation, agentisation, etc. – which run counter to building a developmental state.

Reaffirm Marxism-Leninism as our theoretical guide to revolutionary action.

### **1.3. Building and Strengthening the Alliance**

#### **Noting;**

- a. The strategic objective of the left axis in the revolutionary alliance is not for its own sake, ensure the survival of the formal structures but to utilise that platform to further the class interests of the working class.
- b. The dysfunctionality and paralysis afflicting the Alliance and the related crisis of disunity and incoherence caused by strategic rupture around the course of the NDR and in which other components of the Alliance have become mainly useful for the ANC election campaigns
- c. The building and strengthening of the Alliance is important in driving the second radical phase of the NDR.
- d. There is a lack of political education within and amongst the alliance partners.
- e. There are a lot of contradictions within the alliance due to personal interests by political leaders in business within the state,

- f. The flooded nature of the debate around the corrupt parasitic bourgeoisie, the reconfiguration of the alliance, the short term and long-term debate of the SACP and state power and its conflation with minimalist election contestation; this causes the present apparent ideological confusion as to the direction of the Party and the working class,
- g. The leadership of the NDR and the leadership of the alliance structure are not a similar thing,
- h. The SACP has an on-going programme targeting the struggles of the workers in the workplace,
- i. There is increasingly a dangerous emergence of workerist tendencies in the progressive trade union,
- j. There are continuous tensions amongst the Alliance partners due to lack of consultation, lack of tolerance amongst comrades holding high positions in the Alliance partners, lack of trust amongst leadership of the Alliance partners, etc.
- k. There is no alternative political organisation with the mass support of the ANC, which remains the only political party capable of fighting for a non-racial, non-sexist and free democratic society in South Africa. The ANC is however a contested terrain that is lobbied by different strata in our society. This has caused conflict within the ANC and the Alliance and a shift from the ANC's earlier working-class bias as adopted in its Morogoro Congress of 1969.
- l. New unions organising in government and the private sector are now in existence.
- m. Poaching of membership by affiliates within COSATU is becoming a norm.
- n. Among the issues which influenced POPCRU's decision to affiliate to COSATU was its conviction to a united democratic South Africa free of oppression and economic exploitation

**Believing;**

- a. Factionalism, corruption, the failure to address the triple crises of unemployment, inequality and poverty and the general organizational weaknesses of the ANC and the Alliance are the primary root causes of the declining electoral support of the ANC in general and its losses in a number of municipalities across the country.
- b. POPCRU's decision to affiliate to COSATU remains relevant now as it has been in the past.

- c.** The Alliance remains united around the commitment to the NDR as a strategy of resolving the interrelated national, class and gender contradictions that are the legacy of colonialism and apartheid,
- d.** The Tripartite Alliance was strategically entered into as a revolutionary vehicle to take forward the objectives of our revolution.
- e.** Through comradely debates, not bureaucratic suppression of debate, and properly structured processes for arriving at consensus and unity, the proper mode of functioning of the Alliance can be renewed with a focus on the strategic challenges facing our revolution.
- f.** As a leading component of the Alliance, the ANC has the primary duty to contribute in strengthening other Alliance components, rebuilding the Mass Democratic Movement [MDM] and cultivating an open and democratic space for rigorous debates rather than resorting to bureaucratic suppression and marginalisation of others,
- g.** The SACP remains the vanguard of the working class and the ideological school for the workers,
- h.** It is in the interest of the working class to build a strong and independent SACP that is capable of asserting its vanguard revolutionary role at all times,
- i.** The socio-economic transformation of the country relies on a united and vision-oriented alliance as guided by the Freedom Charter,
- j.** The SACP and COSATU share a common platform for the realization of socialism in South Africa,
- k.** The South African Road to Socialism [SARS] remains the guiding document which defines our short, medium and long term strategic objective in laying the building blocks towards Socialism,

**Resolve;**

- a.** We will launch relentless struggles against the primary enemy of the working class – capital - to ensure that its domination of our economy and national politics is challenged and eventually dislodged. This we can only achieve if we succeed to build class-consciousness and the fighting capacity of the working class.
- b.** We remain committed to our affiliation to COSATU, and will ensure we take a centre-stage in defending it against all forms of destructive tendencies.
- c.** The ANC must take the alliance partners seriously and ensure that it complies with all resolutions taken,
- d.** The Alliance political schools should be revived and strengthened,

- e.** Abide by the following principles as a guiding framework for the proper functioning of the Alliance:
  - To fight for the respect of the independence and equal status of each component of the Alliance, recognising the particular and unique role each component plays in the NDR,
  - To strengthen each and every component of the Alliance, including making resources available for mutual benefit of Alliance formations,
  - To develop proper mechanism and channels of dealing with the tensions that from time to time arise amongst the Alliance components without resorting to public spats,
  - To promote debates in the Alliance and to resolve such debates through engagement rather than the vilification of each other,
- f.** The Party needs to recognise its comprehensive vanguard character, in that it is vanguard of the whole of the working class and requires its total mobilisation behind its vision in order to guarantee a path to socialism and not only secure allegiance of the unionised, urbanised and politicised working class, its formations and institutions,
- g.** The communist party must seek as its mission the leadership role of the NDR,
- h.** Encourage our members to join the Party and ensuring the disjuncture between the quantitative size of the members of the Party and those of the union especially in light of POPCRU as a Marxist Leninist union,
- i.** POPCRU reemphasises on the mobilisation of workers to participate in all structures of the Party,
- j.** As part of building class consciousness of the shop stewards and members, the POBs working with the SACP POBs must convene quarterly Provincial Socialist Forums,
- k.** The union must continue to support the Party with resources financial and otherwise to ensure that it is able to implement and run its programmes at all levels,
- l.** In terms of the triple challenge of poverty, inequality and unemployment, to develop and implement a coherent set of policy interventions, which, in reality and not just at the level of rhetoric, constitute a radical shift, putting the creation of decent work, and redistribution, at the centre of policy. Economically, this means a total break with orthodox neo-liberal policies, which have failed our country.
- m.** Link our ideological and political education programme with raising class consciousness and consciousness around race and gender oppressions.

- n.** Link our trade union education to our ideological and political education.
- o.** Revitalise political commissions in provinces and regions as an integral part of raising class consciousness and deepening our analysis of the current conjuncture.
- p.** Ensure that political education includes exchange study and research programmes with other countries where our cadres would share and learn from other revolutions' strengths and weaknesses.
- q.** Call on the SACP and COSATU to assert their independence whilst defending and advancing the shared perspectives, policies and programme of action.
- r.** Commit ourselves to the renewal and strengthening of all Alliance components and the MDM.
- s.** Abide by the following principles as a guiding framework for the proper functioning of the Alliance:
  - To fight for the respect of the independence and equal status of each component of the Alliance, recognising the particular and unique role each component plays in the NDR.
  - To strengthen each and every component of the Alliance, including making resources available for mutual benefit of Alliance formations.
  - To develop proper mechanism and channels of dealing with the tensions that from time to time arise amongst the Alliance components without resorting to public spats.
  - To promote debates in the Alliance and to resolve such debates through engagement rather than the vilification of each other.
- t.** Call for regular meetings of the Alliance that must be driven by political and socioeconomic programme that must be implemented across all levels.
- u.** There is a need for an urgent reconfiguration of the alliance to ensure its effectiveness and effective defence against pushback of the enemy forces of the revolution

#### **1.4. Battle of Ideas**

##### **Noting;**

- a.** Our union premise is that ours is a struggle for socialism executed as guided by the Marxist-Leninist principles.

- b.** Our union entry point is to communicate messages that seek to reinforce the agenda to advance working class power for socialism.
- c.** Currently there is a huge ideological offensive on our revolutionary alliance, its programmes and the values it represents.
- d.** Those without political power but with economic power have waged a sustained ideological attack on the ANC, SACP and COSATU in particular and on the unity of the alliance.
- e.** All that is elevated as correct and sane in the political and economic sphere is that which reinforces the neo-liberal ideas.
- f.** Monopoly capital through the Independent Newspapers dominate the media and its hegemony is consolidated and finding expression in a range of strategic sites of power including the Treasury, Reserve Bank and even the new institutions of our democracy such as the Constitutional Courts.
- g.** Platforms on issues relating to the Criminal Justice Sector are always given to right-wing organisations such as Freedom Under Law, Corruption Watch and the Institute for Race Relations through major media platforms,
- h.** That the battle of ideas is the struggle over ideas themselves and a struggle for the progressive production and dissemination of ideas – including the media, the educational and training system, the policy apparatus within the state, and a wide range of cultural and faith based institutions and practices. Our struggle should be about attaining hegemony within our sector and in society, and in this regard, within a heavily contested terrain that has for the longest time seen other organs given the role to analyse the state of the criminal justice sector in promoting their right-wing ideological orientation,
- i.** The media in all forms continues to be a central means through which White supremacist capitalist patriarchy is reinforced in society. The portrayal of men and women reinforce existing stereotypes of femininities and masculinities which influence society's behaviour and attitudes where gender relations are concerned. Media content remains anti-gender transformation and anti-feminist in nature. Thus the media is a powerful ideological institution in the battle of ideas.

### **Resolve;**

- a.** We must develop and improve our own internal media platforms to support the overall struggle for socialism and to build a strong workplace organisation that consistently challenges the liberal agenda in all its manifestations.

- b.** Our union should step up the utilisation of the website, POPCRU App, Facebook, twitter account and various social media platforms to communicate organisational and revolutionary messages based on the material conditions of the working class.
- c.** We must communicate timeously with members and society within the dictates of our organisational process.
- d.** All secretariat reports presented in constitutional structures at all levels should have a section that accounts on the work done to implement the union's communications resolutions.
- e.** Our union should embark on a media awareness campaign to help our members and the community to understand the media landscape to ensure that we counter the misleading propaganda that is paraded as news inter using pamphlets and social media.
- f.** Our union should be flexible and should adapt its communication methods and harness what the world of technology offers.
- g.** We must work to empower Safer South Africa Foundation (SSAF) to become central in shaping debates and solutions within the public discourse that speak to issues within the Criminal Justice Sector and beyond,

## **1.5. Constitutionalism**

### **Noting;**

- a.** That South Africa is a constitutional democracy,
- b.** Integrated Criminal justice system has not been fully realized
- c.** Access to justice for vulnerable communities remains elusive;
- d.** The quality and capacity of state legal services remains with a number of challenges;
- e.** The project of transformation of the judiciary and the entire legal services has not been achieved beyond Employment Equity imperatives;
- f.** The issue of the doctrine of the separation of powers and independence of each arm of the state has been a cause of strain in the recent period.
- g.** That our constitution was an outcome of a negotiated settlement,
- h.** We have a constitution hailed as the most progressive constitution in the world,
- i.** This negotiated outcome is constantly being contested by counter revolutionary forces,
- j.** These forces constantly use the courts to undermine our democracy and,

- k.** These counter revolutionary forces who abuse our democracy include the opposition parties.

**Believe;**

- a.** There is a need to guard against the abuse of the constitution and democracy by counter revolutionary forces,
- b.** This attack on our democracy is an attack and challenge on the majoritarian character of our democracy and
- c.** Transition is not a permanent feature of our democracy.

**Resolve;**

- a.** That our democracy should be protected at all costs.
- b.** Our constitution needs to be amended to strengthen the majoritarian nature of our democracy.
- c.** The doctrine of separation of powers of three arms should be clearly regulated by development of rules of engagement without any arm of state undermining the constitutional authority of the other.
- d.** Integrating and modernising systems of the Criminal Justice System through the use of cutting edge technology.
- e.** The Criminal Procedure Act, 1977 (as amended) should be reviewed to deal with the low rate of successful prosecution.
- f.** Department of Justice should bring free Legal Aid services closer to communities
- g.** The Court working hours should be extended including the possibility of using week-ends in order to address the high case backlogs.

## **1.6. Socio-economic**

### **1.6.1. Fourth Industrial Revolution**

**Noting;**

- a.** Youth unemployment is on an increase.
- b.** The introduction of the 4<sup>th</sup> industrial revolution is evolving at a rapid speed and we have to accept the reality that our future world of work will be dominated by robotics, automation and digitisation. According to ILO, many workers are exiting the labour market every year, and as is the case in our local mining industry, policing is likely to follow, considering the continuous budgetary cuts effected in recent times
- c.** There will be a need for different and new skills sets in the economy and the labour market.

- d. It is eminent that the landscape of the SETAs (Sector Education and Training Authorities) will cease to exist in their current forms as at the end of March 2020 and that time is not on our side.
- e. Organised labour is represented in the various SETAs.

**Believing that:**

- a. The future world of work will be challenging due to lesser human interventions, different skills demands and unprecedented regulatory changes. These challenges, if not addressed adequately and with the necessary urgency may give rise to large scale job losses,
- b. South Africa should take a leading stand on industrial policy development and not be guided primarily by developed economies,
- c. Many stakeholders including employers are ignorant and uncertain on the implications of the 4<sup>th</sup> industrial revolution and the impact that will have on workers and their organisations,
- d. There is a need for an explicit targeted plan to initiate and strengthen indigenous innovations to reduce South Africa's dependence on other countries for high end manufacturing,
- e. It is the responsibility of the SETAs to prepare its stakeholders in their respective areas of jurisdiction for the inevitable changes that will come with the advent of the 4<sup>th</sup> industrial revolution,
- f. Government / State support and intervention is important to spur innovation in strategic emerging technologies and robotics / Artificial Intelligence (AI),
- g. The NEDLAC should be utilized effectively for negotiations to deal with targets and duration governing the introduction of automation and related technologies.

**Resolve;**

- a. There should be a significant improvement of infrastructure in schools/institutions in order maximize the opportunities of the 4<sup>th</sup> Industrial Revolution to learners/ children,
- b. The higher education institutions must be compelled to decolonize the curriculum in order to innovate in response and management of technologies brought about by the 4<sup>th</sup> Industrial Revolution,
- c. All Seta-Labour representatives must take the initiative to partner with all the other representatives serving in the SETAs to start playing a pivotal role in determining, developing and implementing relevant and agile training, developmental and educational programs to assist the workers in being re-skilled, multi-skilled and up-skilled in order to help

migrate and integrate into the new world work especially the youth and unemployed,

- d.** SETAs in the same or similar industries must share best practices on how they successfully addressed these challenges, including the development of a data base on new diverse skills demands,
- e.** A regulatory framework for the introduction of innovations related to the 4<sup>th</sup> industrial revolution should be developed and it should ensure that workers do not lose jobs,
- f.** SETAs, Employers, Government and Labour must work closely in developing programs enabling them to monitor how the future world of work will affect workers and the implementation of programs put in place to support those that may be adversely affected,
- g.** Funds must be made available for workers that could be negatively affected by the changes in the new world of work.

### **1.6.2. Unemployment and Poverty**

#### **Noting;**

- a. South Africa's youth unemployment remains among the highest in the world.
- b. There are distressing rolling announcements of large-scale retrenchments in the private sector and possible cuts on the public wage bill in the public sector.
- c. Monopoly profiteering which makes basic household necessities very expensive, now compounded by the volatile and declining extra value of the Rand which aggravates the already high costs of living as highlighted by the drastic rise in fuel prices and other imported commodities.
- d. The persisting and resultantly worsening crises-levels of unemployment, poverty and inequalities in which increasing millions of working age black youth and women who have no sources of income are particularly bearing the worst brunt, who are joined by new labour market entrants year after year.
- e. The persistence of the semi-colonial structure of the economic base as it continues to be heavily dependent on the minerals and resource-based sectors for export earnings amidst deindustrialisation signified by the fall in the contribution of manufacturing in the economy and in job creation since 1994.
- f. The Job submit has been rendered useless by government and no commitment has been deployed on the side of the government.

- g. Macroeconomic policies have not done justice in redressing the socio-economic problems of poverty, unemployment and inequality majority of the people face, particularly the working class.
- h. The President of the country's commitment not to retrench has been contradicted by the Deputy President statement that there will be retrenchments in order to reduce the public service salary bill.

**Believe;**

- a. The liberal policy directive implemented by government over the past years has failed to uplift a majority of people, youth in particular, from a life of squalor characterised by joblessness and an increase in drug and substance abuse, criminal activities,
- b. The working class and the poor are bearing the worst brunt of the VAT increase, reflecting the class bias of the Neoliberal policies driven by the government
- c. The domination of monopolies across several sectors and that are increasingly foreign-owned is a significant barrier of entry for new investments and undermines domestic savings and expansion through the repatriation of profits, on top of the reported tens of billions rand of illicit financial outflows out the country.
- d. The entrenched Neoliberal macroeconomic framework implemented since 1996 has overly emphasised monetary policy cuts, relatively higher interests rates and returns for those with positive net wealth as well as perpetuating the racialised inequalities and ownership patterns in our society.
- e. The envisaged Presidential Jobs Summit has been reduced to a public relations exercise on the part of business and government in the light of their announcements of job destruction and their apathetic attitude in the engagement process.
- f. There is an inverse relationship and conflict between Inflation and the level of unemployment. The more the SARB focus on the framework of keeping inflation low and stabilised, the more the call of unemployment. Objective of inflation target undermines the consumer spending potential to the level of GDP.
- g. The current conservative Macroeconomic policies seek to reverse the NDR objectives.

**Resolve;**

- a. That South Africa should draw key lessons from the international experience in order to effectively tackle the challenge of youth unemployment.

- b.** Demand the tabling of the government's macroeconomic policies for review as part of addressing and finding solutions to the deepening socioeconomic crises.
- c.** A new policy-directive bias to improving conditions of South Africans as a priority needs urgent consideration as a basis for development and growth.
- d.** To call for the meaningful local procurement commitment to ensure job creation.

### **1.6.3. Crime and Corruption**

#### **Noting;**

- a.** Like many other countries in the African continent, South Africa continues to face a plethora of national security threats, top among which is the challenge of common crime. The scourge of crime affects the entire nation regardless of class, race and geographic footprint.
- b.** Corruption erodes the moral fibre of society and deters the developmental agenda,
- c.** South Africa has the highest illicit tobacco incidence in the region and is listed amongst the top five illicit markets globally. This not only poses a danger to the health of the nation, but also undermines revenue collection for the fiscus, whilst sustaining criminal networks involved in human trafficking, drugs and violent criminality,
- d.** Corruption undermines the economic gains and reverses all the strides that seek to redress economic disparities of the past
- e.** It is a cancer that destroys good governance and is prevalent in both the private and public sectors,
- f.** There is limited dedicated and integrated ICT capacity and capability within the Criminal Justice System in South Africa. Further noting that Criminals in South Africa are becoming more sophisticated, this limited capacity hampers the work that should be done by the various role players in the CJS.
- g.** The lack of national norms and standards for policing in South Africa hampers planning, budgeting and deployment of resources to service communities. The police population ratio as it stands is inadequate and not aligned to a growing population in South Africa. Policing needs and priorities are not aligned to new spatial development including the current community and industry expansions.

- h.** The current number of police officers on the ground is insufficient to the population of the country. The current ratio of the number of police officers to the population is 1:350
- i.** Coordination between anti-corruption agencies needs strengthening,
- j.** The appointment of the panel of experts and SAPS Ministerial Transformation Task Team to champion the transformation for the police service in line with the provision of the NDP has not kick-started in addressing its core tasks,
- k.** Cooperation between the investigators, forensic experts and prosecutors is uneven and consequently some corruption cases are lost due to poorly constructed dockets and cases presented to courts.
- l.** Corruption erodes the confidence of the membership of alliance partners and society at large,
- m.** Challenge the leadership of the public and private sectors to subject itself to instruments of financial interest disclosure, vetting and lifestyle audits,
- n.** There are initiated efforts that are made by the government of the day to fight corruption through the Zondo Commission of inquiry into the state of capture,
- o.** Corruption has its roots from those who have vested interest in trade and is inherent within the capitalist system as a whole,
- p.** Our continued condemnation of the massive extent of corruption in private and public sectors, the theft and waste of public funds.
- q.** The recent auditor general's report findings on the state of municipalities,
- r.** Since the emasculation of state institutions through privatization there has been a rapid increase in corrupt activity,
- s.** Tendering processes were amongst the chief contributors to corruption in the public sector, and in the Department of Corrections to be precise.

**Believe;**

- a.** The state is not an avenue to dispense patronage, for “jobs for pals” and “tenders-for-favours”,
- b.** Corruption is tantamount to stealing from the poor and enriching the few,
- c.** Curbing corruption is a collective effort and must equally prioritize community involvement,
- d.** Corruption compromises comradely relations within the alliance and government and negatively affects service delivery.

## **Resolve;**

- a.** Action must be taken swiftly to those involved in corruption by accelerating disciplinary processes,
- b.** Tenderisation within government services must be reviewed in saving unnecessary expenditures,
- c.** The alliance must mobilise communities and society around issues of corruption, and position itself in a leadership role with respect to a culture of exposing corruption and rewarding whistle blowers within the organization,
- d.** The executive must implement a programme to prevent irregular or fraudulent practices within the government, including: ethics; monitoring; transparency in procurement decisions; checks and balances and oversight mechanisms; the disbarring of both public servants and public representatives at all levels from doing business with the state; and the introduction of probity and life style audits,
- e.** There should be a single vetting agency for the State to strategically place public servants (including State owned enterprises) including those who reject promotion even though it comes with improved remuneration packages,
- f.** Reporting corruption to law enforcement agencies must be compulsory in the public sector. The capacity of prosecutorial divisions must be boosted,
- g.** Reaffirm the ANC policy decision for the establishment a Single Police Service.
- h.** Parliamentary oversight mechanisms must pay special attention to corruption.
- i.** Strengthen implementation of legislation preventing public servants from conducting business with the state,
- j.** The focus on anti-corruption activities should extend to issues like land, buildings, licenses and permits, and provision of government services,
- k.** The Ministry to remain fully accountable as the custodian of the transformation of the South African Police Service,
- l.** Community Police Forums (CPFs) must be strengthened and adequately trained and resourced,
- m.** The Ministry of Police should develop norms and standards for policing,
- n.** All new community infrastructure developments should integrate policing and safety plans,
- o.** There should be enhanced cooperation of all anti-corruption agencies. Investigations should be intelligence driven and prosecution led to ensure a high conviction rate,

- p.** Public servants including those in the security cluster should be periodically rotated in their areas of deployment so as to prevent unprofessional, overly familiar and frequently corrupt relations with clients, service providers and other persons they interact with and/or are responsible for.
- q.** Government should conduct a vetting audit for all employees of the State across all levels including related entities.
- r.** The vetting process should be expedited for government employees and all related entities
- s.** The Deployment Committee policy must include vetting and integrity assessment of deployees.
- t.** Increase the capacity of police officers in line with the reality on the ground (ideally 1:150 over a period of five years) including increasing the number of vehicles and the police stations.
- u.** There must be a closer working relationship between police and social workers, especially for aftercare programmes for women and children who have been abused.
- v.** Perpetrators of crime against women and children must be subjected to harsher sentences.

#### **1.6.4. Peace and Stability**

##### **Noting;**

- a.** Since the advent of democracy, the county is relatively peaceful and stable, compared to other countries of the African continent in particular, and the world in general.
- b.** There was acceptance of the security assessment which identified the four broad categories of threats facing South Africa, which are; threats to the territorial integrity of the Republic, threats to the authority of the state, threats to the well-being and safety of South Africans and threats to the country's economic development.
- c.** South Africa holds in its correctional centers approximately about 6440 sentenced foreign nationals serving custodial sentences averaging 10.6 years for various crimes. This puts a heavy burden on the already strained fiscus. Four-in-ten of the 6440 foreign nationals have committed serious crimes.
- d.** Correctional Services is segmented into two main streams, the custodial and non-custodial services that are governed in terms of the Correctional Services Act, (Act No 111 of 1998) as amended, and the envisaged Parole and Supervision Act. d) International trends show that numbers of offenders serving their sentences within their communities

are much higher than those in custody, with custodial sentences reserved for crimes regarded as very serious.

- e. The paradigm shift in the international space with regard to Peace and Stability in particular the following developments since the 8<sup>th</sup> POPCRU National Congress:
  - Slave trade in Libya and human trafficking;
  - US recognising Jerusalem as the Capital city of Israel;
  - Escalation of terrorism on the African continent.
  - The political developments in Zimbabwe.
  - State of peace and stability as relating to the sectors of Correctional Services, Home Affairs, Defence, Military Veterans, Private Security companies, Justice and Constitutional Development, and Fighting Crime and Corruption.

### **Believe;**

- a. A plethora of challenges facing the country requires urgent attention of the government. Those challenges include, but not limited to the following:
  - Activities of Foreign Forces seeking to undermine our revolutionary advances mainly perpetrated by Foreign Intelligence Services (FIS)
  - Continuing lawlessness and impunity which threaten the authority of the state;
  - The porousness of our border environment which threaten our territorial integrity;
- b. Acts of crime and criminality which threaten the well-being and safety of our people, including:
  - Slow economic transformation which threatens our country's economic development
  - Problem of Terrorism
  - Information and cyber

### **Resolve;**

- a. The need to tighten the current laws dealing with the activities of Foreign Intelligence Services, the abuse of the diplomatic immunities and acts of espionage in order to provide for the imposition of harsher sentences to serve as a deterrent. The Ministries of Defence, State Security, International Relations and Home Affairs should develop a framework to regulate the above matters.

- b.** The Department of Defence should deploy members of the South African National Defence Force to assist members of the Police Service in dealing with illicit mining.
- c.** Expedite the implementation of the Border Management Authority to address the question of irregular migration and border management.
- d.** Conclude treaty agreements with the countries of origin of the incarcerated foreign nationals in order to allow for the exchange and repatriation of inmates serving minor sentences.
- e.** Finalise the Immigration and Refugee Act in line with the approved White Paper on International Migration in order to manage migration taking into account the protection of low skilled jobs and certain economic sectors in the interest of locals.
- f.** Government should allocate adequate additional financial resources to the security cluster to effectively deal with the territorial integrity of the country.
- g.** Government to ensure the compliance and enforcement of the Public Gatherings Act
- h.** Effect the amendments to the Criminal Procedure Act to categorize vandalism of public properties as economic sabotage and be classified as a Schedule 6 crime
- i.** Encourage communities to work with the Law Enforcement Agencies and local government to deter human-trafficking, illegal migration and champion the fight against the manufacturing, distribution, smuggling and the use of narcotics.
- j.** We should lead the process of reviving Community Safety Forums and Street Committees to fight crime in their localities.
- k.** Ensure the enforcement of appropriate legislation on transfer pricing and illicit economy such as illicit financial flows.
- l.** Ensure the speedy implementation of Lifestyle Audits, broadening of vetting and financial monitoring to curb corruption
- m.** Review all pieces of legislation relating to terrorism in order to strengthen our counter terrorism measures.
- n.** Raise awareness in communities through branch structures of radicalisation of community members by terror groups including through internet and social media platforms.
- o.** There should be serious consideration given to approval of a new policy to enable Prisoner Transfer Agreements to be concluded at bilateral level and on multilateral platforms.
- p.** Government must develop mechanisms to enable the state to try, in our community courts, any offender who committed petty crimes, repatriate

those foreign nationals convicted of petty crimes and introduce measures to prevent foreign offenders, from re-entering South Africa.

- q.** The composition of the Parole Board should be transformed to include key stakeholders such as community leaders, and other eminent members of the community.
- r.** The Parole Board should solicit views of the victims before releasing offenders on parole, including repatriation in cases of foreign nationals.
- s.** Review sentencing and parole legislation to ensure that persons committing serious offences spent a longer time in custody.
- t.** The South African Police Service, the Ministry of Justice and Correctional Services and stakeholders should regularly meet and develop mechanisms to address overcrowding in Correctional centres.

#### **1.6.5. Department Of Home Affairs**

##### **Noting;**

- a.** Department of Home Affairs (DHA) bears the mandatory function to confirm and protect the identity and status of all citizens and all persons within our borders and to regulate immigration and the entry and exit of persons through ports
- b.** DHA operates largely outside of the security apparatus of the state and does not receive sufficient funding for protecting its officials, systems and data, yet its work has a major impact on national security, social cohesion and the achievement of our Country's developmental goals
- c.** The DHA does not have advanced technology, sufficient information technology professionals or legislation required to optimally modernise and maintain its systems and processes for the safe keeping and maintenance of records,
- d.** South Africa is facing a high influx of immigrants largely due to porous borders, weak legislative measures governing asylum seeker management, weak enforcement capabilities and the existence of good socio-economic opportunities and benefits which serve as the pull factors,
- e.** The African Union (AU) has developed a protocol on free movement of people within the Continent without visas, this protocol provides for the progressive implementation of free movement of persons, the right to residence and the right to establishment.

##### **Resolve;**

- a.** Legislation be developed to reposition the Department Home Affairs as a core security cluster department with adequate resources to enable it

to achieve its vision of a modern and secure department, managed by professionals.

- b.** Put in place policies and legislation that give effect to its full mandate on the management of identity and international migration in order to ensure national service delivery, economic development and security goals.
- c.** Implement operational and organizational models appropriate for the management of identity and international migration in a digital world, including its law enforcement capacity.
- d.** Accelerate the integration of the existing bio-metric data sets, strengthen cyber-crime counter measures across the criminal justice system value chain.
- e.** Accelerate the development of the National Identification System linked to a biometric database of both citizens and foreign nationals lawfully residing in South Africa.
- f.** Review the security clearance status to all DHA staff and repeat such procedures at appropriate intervals not exceeding five years as a condition of employment in order to address the issues of unethical conduct
- g.** Expedite the development of refugee processing centers next to, or near the ports of entry to accommodate asylum seekers while

#### **1.6.6. Private Security Industry**

##### **Noting;**

- a.** A serious concern is the continued illegal employment of foreign nationals and the exploitative labour practices of some of these companies,
- b.** The resistance by the sector towards transformation which is characterized by their undue pressure against the enactment of the Private Security Regulation Amendment.
- c.** Private Security companies acquire weapons of high calibre while having poorly trained personnel.
- d.** Some in the industry coordinate and send South Africans to provide security services in conflict zones outside the country.
- e.** The private security industry in South Africa has got three-times more firearms than the South African army and police combined.

##### **Resolve;**

- a.** Enactment and implementation of the Private Security Industry Regulatory Amendment Act should be expedited

- b.** Develop regulations to set out minimum requirements for the registration and certification of security personnel.
- c.** Amend the National Key Point Act to restrict the utilization of the private security companies in the protection of National Key Points which are owned by the State.
- d.** Department of Labour must strengthen its capacity to monitor the exploitation and abuse of employees employed by the private security firms.
- e.** Government to stop outsourcing security of national key points and other strategic installations to foreign owned private security companies.
- f.** Enforcement of the Foreign Military Assistance Act.
- g.** More effective implementation and scrutiny of employment practices in this sector.
- h.** The usage of military-styled camouflage uniforms by private security companies must be outlawed.
- i.** Reaffirm decisions that the union must actively participate in CPFs.

#### **1.6.7. Prisons Overcrowding**

##### **Noting;**

- a.** Under-resourced local and provincial governments are unable to cope with growing urbanisation, resulting in higher rates of unemployment and an increase in informal settlements and crime.
- b.** Many people arrested cannot afford to pay bail imposed by the courts, resulting in a high number of petty crime offenders detained in our correctional institutions.

##### **Believe;**

- a.** Overcrowding in prisons causes unsafe and unhealthy conditions for correctional service community.
- b.** Overcrowding causes inmates to be unmanageable, impeding the implementation of rehabilitation programmes.
- c.** The criminal justice system is inadequate in dealing with cases.

##### **Resolve;**

- a.** Petty crime offenders be put into community corrections programmes.
- b.** A criminal justice cluster must review cases that warrant the setting of bail conditions for petty crimes.

- c. The infrastructure of the entire judicial system must be improved to ensure efficient and adequate utilisation of resources.
- d. More public correctional institutions must be built in rural and farming reduce overcrowding, and to ensure centres become self-sustainable

### **1.6.8. Police Killings**

#### **Noting;**

- a. The degree to which the police are maimed and killed in the country signifies the extent to which social fibre is eroded.
- b. The psychological pressure on the police personnel results from the realistic expectation of delivery of quality service to the community.
- c. In the light of the national population and workforce profile, the police forma very thin layer between the criminal population and law-abiding citizens.
- d. The easy access to legal firearms exacerbates the rate of crime and police killings.
- e. The lack of a dispute-resolution mechanism in the curricula in schools and in our communities as well as the lack of sufficient quality social programmes leads to poor police and community relations.
- f. That the hostility created deliberately by apartheid system policing methods still prevails, despite the new democratic conditions. This historical role played by the police led to sentiments of antagonism between police and communities. The current police training and methodology is not sensitive and/or geared towards bridging this gap.

#### **Believe;**

- a. That the police are an important element to upholding democracy.
- b. All institutions of our society have a duty to create a climate conducive to a violence-free society.
- c. The present socio-economic situation also creates a breeding ground for this onslaught.
- d. The continuous killing of the police undermines the social order and if not stopped will lead to a national catastrophe.

## **Resolve**

- a.** To embark on a campaign aimed at integrating and realigning the policing systems, culture and methodology within the South African context.
- b.** Call for a gun-free society
- c.** To engage the employer in making sure that full responsibility is taken for the victims in all respects.
- d.** To further engage government to strengthen the current legislation on sentences of people found guilty of killing police officers and to improve on the compensation announced to sustain a better life for the dependants.
- e.** The government should strategise the operations in deeply dealing with cases involving police *vis-à-vis* police killings.

### **1.6.9. Safety and Security**

#### **Noting;**

- a.** The current high levels of crime committed throughout the country.
- b.** Soaring unemployment has led to an escalation in criminal activities.
- c.** The effects of the macro-economic framework in the country has imposed downsizing of personnel with disastrous consequences to service delivery.
- d.** The un-strategic deployment of security personnel and skewed allocation of resources creates an imbalance in the police-community ratio as well as a decline in service standards.

#### **Believe;**

- a.** The rendering of quality service based on the needs of the communities is the cornerstone of our young democracy and is inseparable from quality social life.
  - b.** There are not enough quality rehabilitation programmes and processes in either civil society or the criminal justice system, with their mandate being short-sighted
4. Corrupt practices within government and public sector circles present an unfortunate picture to the poor masses.

## **Resolve;**

- a.** To embark on an integrated programme aimed at maximising and speeding up quality transformation in the criminal justice system.
- b.** To engage in programmes aimed at transforming the training component of the whole criminal justice system, in terms of culture, methodology and content, and to inculcate a strong sense of patriotism.
- c.** To restructure the community policing structures to have an ongoing active relationship with local government and SAPS, and to serve as catalysts in relationship-building between all community structures, and most importantly to serve as mentors to youth and parents on ethics and morality.
- d.** To maximise our struggle for equitable redistribution of resources in an integrated way, and to eliminate duplication of responsibilities in the criminal justice system.
- e.** In light of the unacceptable ratio of police to community, to engage all Ministries in the criminal justice system to increase the establishment in order to be able to meet the needs of the community and to reduce negative psychological pressure exerted on members.
- f.** To push for quality job creation and better conditions of service.
- g.** To embark on programmes aimed at mobilising SANCO and other social organs of civil society as well as the Ministries to develop programmes and embark on processes aimed at rehabilitating both social delinquents and the prison population.
- h.** To maximise the anti-crime campaign by involving schools, churches, workers and the broader movement as well as the youth.
- i.** To ensure that crime summits are held, involving all stakeholders, to debate crime and its impact as well as related issues such as transformation, resources, etc.
- j.** To engage other Alliance partners and government on the issue of legislative powers for CPFs.
- k.** To ensure that our structures take part in the peace and stability committees of the ANC in particular at areas where we are living in order to input positively at ward level.
- l.** To engage for Safety and Security to develop all the programmes needed, informed by legislation, to prevent police killings.

## **1.7. Health**

**Noting;**

- a. South Africa is committed to the attainment of the Sustainable Development Goals
- b. There are disparities in the distribution of human resources in health between the private and public sectors
- c. There are growing high costs of medical schemes and in-affordability of medical aids to many workers, and loss of medical aid benefits due to the current massive job losses
- d. The crisis prevailing in the South African health system;

**Believe;**

- a. The current two-tier system serves to perpetuate and accentuate inequalities

**Resolve;**

- a. Reaffirm the resolution of the 8th Congress for the full implementation of NHI
- b. POPCRU must continue campaigning for the full implementation of National Health Insurance (NHI) scheme
- c. Conduct internal popular education on the NHI as a way of equipping and empowering our members;
- d. Intensify our campaign for the free issuing of sanitary towels for free by the Department of Health and lobby business to donate on the monthly basis, similar to how condoms are being made available
- e. Intensify our campaign to transform and review GEMS; so that it plays its historic development role in the provisioning of health; this must include an end to the outsourcing of its administration and the huge stipends given to board members for attending meetings.

**1.8. Education and Training****Noting;**

- a. The union is still lacking behind in the development of the ideological training of our members.
- b. A lot of contribution of the union on imparting improved skills among members and staff including on the skills development revolution of the country remains a necessity.

## **Believe;**

- a. Education and training is central to the growth of the union and the development of cadres in the organization.
- b. Strong workplace organisation that is politically and class conscious needs to be attained and shop stewards need to show sufficient skills and capacity.
- c. Shop stewards that are not trained will be redundant. The Training of shop stewards is an investment to the union.
- d. The ideological and political grounding of our membership empowers them to defend the national union against class enemies.
- e. Paralegal education and training is an important intervention for shop stewards for a proper member representation.
- f. The union has a strategic role to play in the broader skills development revolution and intervention through contributing in the public discourse on the skills development landscape.

- a. The Union must review the training manual and develop skill matrix for all Shop stewards and officials.
- b. We must improve the funding model for education and training program at all levels of the union
- c. Mass membership training should be done by the union in order to conscientise our members.

## **2. Transformation**

Under transformation, we look into the resolves around ideal policing, judiciary, corrections and traffic

### **2.1. Transformation of the Judiciary**

#### **Noting;**

- a. That in the 25 years of our hard fought democracy our judicial system (administration) remains untransformed more especial in regional courts, with segments of the apartheid judiciary fighting against any form of transformation
- b. The judicial system is the corner stone of the success of our democracy.
- c. The snail pace in which our government implements transformation in the judicial system.

- d.** Since the time of negotiations on a democratic dispensation, there has been an ongoing debate – sometimes open and sometimes hidden – on the transformation of the judiciary.
- e.** The Constitution that the Constituent Assembly adopted in 1996 provides for the establishment of a judiciary as an independent and separate arm or branch of the state and with power to exercise judicial review as a way of finally determining that all laws and conduct are consistent with the Constitution.
- f.** The Constitution outlines a judicial system made up of the Constitutional Court (ConCourt), Supreme Court of Appeal (SCA), High Courts, Magistrate Courts and a range of specialised courts. The Constitution also called for rationalisation of the country's court system.
- g.** Also recognised in the Constitution is the role of traditional leadership and customary law, subject to the supreme law of the land.
- h.** That the judiciary remains fundamentally untransformed.
- i.** That the apartheid architecture of the judiciary remains intact.
- j.** That opposition parties have been more active in litigation against government.
- k.** That the establishment of the JSC has not democratised the selection of judges and that the body has become an elite club deciding on which pals of the commissioners should move onto the bench.
- l.** The language used in courts and the experience of bowing to judges, the gowns and calling judicial officers “your lordship” or “your ladyship” is not only intimidating to ordinary people but has its roots in colonial experiences and encounters.
- m.** Inconsistencies in sentencing from one court to the other.
- n.** All those who are implicated in sabotaging the administrative arm of the judicial system with an intention to defeat the hands of justice should be eliminated from the system and be named and shamed.
- o.** Government has the capacity and potential to drive transformation in the judicial system on much more faster pace with enthusiastic purpose.
- p.** In a society divided along class, race and gender lines; judicial officers are products of such a society and that they bring onto the judiciary the baggage and prejudices of the society they belong to.
- q.** There should be an ongoing struggle to ensure that those who make it to the bench do not bring their prejudices onto the bench
- r.** This ongoing struggle against class, racial, gendered and other backward prejudices on the part of judicial officers requires vibrant civil society, public scrutiny of the judiciary, periodic reviews to ensure that

the officers act in the spirit of the Constitution as well as measures that ensure those who are part of the judiciary act impartially.

- s. To be meaningful the struggle for the transformation of the judiciary cannot only focus on higher courts but must include what happens in lower courts

**Resolve;**

- a. That the objectives of transforming the judiciary should be:
  - Access to justice for the working class, the poor, and other marginalized/vulnerable sections of society such as black women, rural communities, people with disability and children.
  - The bringing of ordinary people into the administration of justice (as envisaged in the Constitution) and into the determination of the country's penal code where citizens are consulted on sentencing guidelines that judicial officers use.
  - to change the composition of the judiciary so that its makeup reflects the demographics of South African society not as an end in itself but as an instrument of making sure that the diversity of our society finds expression in the judicial system
  - To build an integrated judicial system where higher and lower courts work on the basis of standardised services and common jurisprudence, rules, procedures and judicial training programmes.
  - To develop South African law by bringing into mainstream courts the living body of branches of law like customary that have been marginalised in the past.
  - To strive for an impartial and independent judiciary.
- b. To state that our understanding of the concept of an independent judiciary goes far beyond the independence of the judiciary from the executive and legislature but involves a struggle to undermine the influence of the capitalist class, other "moneyed" strata in society and vested professional interests over our court systems. No independent judiciary can exist without a thoroughgoing transformation of our court system and the freeing of the judiciary from the sway of capitalists
- c. That the principles that should underpin our strategy to transform the judiciary should be:
  - A separation of powers between the executive, legislature and judiciary
  - The independence of the judiciary not only from the executive and legislature but from the bourgeoisie and other powerful interests in society

- The maintenance of the system of judicial reviews where courts have the power to see that all laws, conduct and administrative actions are consistent with the constitution and the Bill of Rights.
- In line with the principle of separation of powers, judicial officers should continue to be appointed through a public process that is managed by a body like the Judicial Service Commission (JSC) that is autonomous of the executive and the legislature

## **2.2. Ideal Policing**

### **2.2.1. Management Structure**

- We support the restructuring of the SAPS insofar as the structure is trimmed from the top, and deploys more members to fight crime at the police station level
- We reaffirm that all trained police officers must be taken out of offices and redeployed to crime prevention

### **2.2.2. Tools of Trade**

- Build more police stations, particularly around townships and rural areas
- Decentralise procurements at SAPS garages
- The standards of bullet-proof vests needs to be upgraded
- Specialised units need to be nearer to stations for quick response times
- We call for an urgent procurement of sexual assault kits in order to supply police stations
- We call for the introduction of a rural allowance
- We call for the constant vaccination of police officials stationed at port of entries

### **2.2.3. Training and Development**

- Members must be taught on Client Service etiquettes
- Continuous shooting maintenance practice
- Skilled development programmes needed to empower our police and PSA members.
- Refresher course are needed for all members e.g. 4IR
- All SAPS Training and Development courses must be accredited by SAQA

### **2.2.4. Professionalising the Police**

- Qualification recognition within SAPS

- Senior Management who are about to retire must mentor and coach junior members

### **2.2.5. Community-oriented policing**

- Focus more on victims than perpetrators.
- Visibility of police.
- Rural areas police station to be more effective especially specialised units.
- Union Members must be involved in program development to educate members of the community to assist the police

### **2.2.6. Single Police Service**

- We call for the implementation of a long outstanding SSSBC agreement 2 of 2011.
- Amendment and development of necessary legislative framework to accommodate the single police service

## **2.3. Ideal Judiciary**

## **2.4. Ideal Corrections**

Resolve;

### **2.4.1. Management Structure:**

- Congress in agreement with proposed structure, except on the Deputy Area Commissioner position as it will be a duplication of role.
- Provinces should not be amalgamated, do away with regions
- Refrain from classifying officials as non-centre based members
- Top middle-management not sufficiently experienced on DCS issues
- Line managers in DCS do not take responsibilities.

### **2.4.2. Human Resources**

- Correctional services must be professionalised
- All concluded Collective Bargaining agreements must have implementation guidelines
  - Strengthen the mechanisms to enforce the implementation of agreements
- There is a need to conclude the issue of the shift system, with an ideal shift system being a 45 hour work week.
- The establishment of the criminal justice cluster bargaining council has to be expedited.

- Old members must be retrained.
- All members must be trained in all sections within DCS for career development.

#### **2.4.3. Tools of Trade**

- We must make use of offenders to manufacture uniform.
- Our centres should conform with the standards of the Fourth Industrial Revolution
- Benchmark PMDS with the SAPS PEP document.
- Rehabilitation: – develop a programme for offenders to contribute to the GDP of the country rather than being a burden to the state.(work)
- Members need to be capacitated in dealing with rehabilitating offenders.
- We must do away with uniform for awaiting trial members.

#### **2.4.4.Overcrowding**

- Do a research on ideal ratios between officials and offenders at DCS, and benchmark on international standards
- Conduct a research study to be conducted to look at the causes of overcrowding (also determine whether it is due to awaiting trial inmates or sentenced inmates)

#### **2.4.5.Rehabilitation**

- There is a need to extend programs which are needed when offenders are released.
- Improve reintegration of released offenders back into communities

#### **2.4.6.Infrastructure**

- There is a need to renovate current facilities
- Build more centres in rural areas

#### **2.4.7.Privatisation**

- Do away with private prisons and the privatisation of services. Correctional Centres must become self-sustainable.

#### **2.4.8.Legislative Framework**

- We call for harsher sentences of offenders involved in the stabbing of officials
- Lobby for the Correctional Services to have its own Ministry

#### **2.4.9.Judicial Inspectorate**

- The inspectorate must have a holistic approach
- The structure must be independent, objective and unbiased

## **2.5. Ideal Traffic**

### **2.5.1. Nationalisation of Traffic**

- Nationalisation of traffic under one National Department in particular Department of Transport as a detour towards moving them under the National Commissioner of SAPS.
- Agencies must be scrapped.

## **2.6. Scope of the Union**

### **Noting;**

- a. POPCRU as trade union has seen its growth in the Criminal Justice Cluster without consideration of the law efforts agencies outside the SAPS, Traffic and Correctional Services
- b. The purpose is to broaden the scope of organising, and therefore resolved to include the entire law enforcement agencies and amend the constitution

### **Resolve;**

POPCRU will operate as a trade Union in the following functions of the Criminal Justice Cluster:

- Policing
- Corrections;
- Traffic enforcement;
- All law enforcement agencies; and
- All support personnel employed within the Criminal Justice Cluster

## **3. Organisational**

### **3.4. Organisational renewal**

The discussions on organisational renewal are informed by the character of POPCRU as a non-racial, non-sexist and civil rights union that must organise, mobilise and build a National Democratic Society. The union therefore has to continually review its organisational state and capacities, and its relationship with the sector it organises and society.

Over the last 30 years, we've adopted numerous decisions to ensure that the POPCRU remains a servant of its membership, and we therefore reaffirm our commitment being rooted among our members, representing their interests, concerns and aspirations, transforming the criminal justice sector, maintaining a vibrant internal democracy and supporting the principle and practice of collective leadership, make sacrifices in pursuit of the cause of the people our membership,

maintain our readiness to acknowledge and decisively address our weaknesses in order to accelerate the people's struggle.

#### **3.4.4. Organisational sustainability**

##### **Noting that:**

- a.** The efficiency of leadership capacity at both National and Provincial level and the challenges thereof.
- b.** There must be increased efficiency and effectiveness at all levels especially at a ground level.
- c.** Demand of professional service delivery by membership.
- d.** The efficiency of leadership capacity at National, Provincial and local level and the challenges thereof.

##### **Believing that:**

- a.** There is a need to have leadership that is fit for the purpose at all levels.
- b.** Efficiency and effectiveness must be at all levels more especially at a ground level because that is a face of a union.
- c.** Capacity building is not optional for the union to be relevant to members.

##### **Resolve that:**

- a.** We must continue enhancing capacity at all levels to consciously sharpen leadership tools.
- b.** We must radically implement effective organisational leadership development at Local and Institutional level.
- c.** We must elect well-grounded leadership to enhance service delivery to our members.
- d.** We must continue with capacity at National, Provincial and Local level in order to consciously sharpen leadership tools.
- e.** We must elect potential leadership to enhance service delivery to our members.
- f.** We must develop a strategy and tactics document which will enhance organisational growth over a period of 8 years.
- g.** Build strong worker-controlled union, focused on issues of concern to our members, at the workplace, socio-economic and political levels

#### **3.4.5. Bargaining**

##### **Noting;**

- a.** Collective bargaining is increasingly under attack from rival formations that are hell bent on reversing all hard earned gains, weakening

centralized collective bargaining, doing away with the majoritarian status and proliferating the trade unions amongst other things which include:

- Prolonged negotiations and failure to adequately inform members on developments during negotiations
- The use of Propaganda to miscommunicates issues to gain sympathy of the Public about processes of negotiations.
- The non-implementation of signed agreements
- The lack of cohesion and unity of COSATU unions in the Public Sector
- The lack of partnerships amongst bargaining councils, the CCMA, NEDLAC and other bodies that promote social justice, labour peace and economic development
- The lack of participation by COSATU affiliates in the coordination of activities and items that are to serve and serve on the agenda of NEDLAC

**Resolve;**

- a. Negotiations must be timed to mitigate the identified risks trade unions have ensure the effective communication of developments to members at all material times.
- b. Strengthen centralized collective bargaining and defend the hard earned gains with a view of attaining more benefits under the difficult economic outlook, anxiousness and uncertainty on the future of work against the backdrop of the 4<sup>th</sup> Industrial Revolution.
- c. COSATU unions must be more on the ground continuously improve service delivery to members and protect the territory against the proliferation of Trade unions and the polarization of the environment by either the Employer or the rival trade unions amongst other things.
- d. COSATU must develop a program to ensure the proper implementation of signed agreements and enforcement thereof.
- e. Defend and enhance the cohesion and unity of Labour in particular the Congress of South African Trade Unions (COSATU).
- f. Establishment of strategic partnerships by all structures that are aimed at promoting sound labour peace and social justice to effectively use the limited infrastructure and resources for maximum output through collaboration and partnerships given that there are overlaps in mandates and that these structures often serve the same interest and constituencies,
- g. The Leadership of COSATU affiliates must actively participate in the development of the agenda of NEDLAC, monitor activities of NEDLAC

and take ownership of the items serving on the agenda of the council respectively.

#### **3.4.6. The role of public sector unions in defending public sector workers and fostering a culture of effective and quality public services**

##### **Noting:**

a. That there are instances of exploitative treatment of public sector workers by managers, some of whom are ironically ANC or broader Alliance members.

b. Archaic and authoritarian managerial practices and anti-union attitudes by some senior managers.

##### **Believe;**

- a. That these practices erect a distance between management and the public service shop floor; create loss of touch by managers, an aloof managerial culture resulting in poor public service.

##### **Resolve;**

a. That the union must lead a process of cadre development education for public service managers and the progressive trade union movement to facilitate the development of a transformative public service responsive to our people and communities.

#### **3.4.7. Retrenchment, casualisation and technological changes**

##### **Noting:**

- a. Changes in the economy, partly driven by the technological revolution including the advent of the “Fourth Industrial Revolution”, and primarily driven by capitalism and its neoliberal globalisation.
- b. As a result of the above, ever increasing retrenchment, outsourcing, casualisation and, in general, precarious employment conditions.
- c. These changes have had a major impact on industrial unions

##### **Resolve;**

a. POPCRU should highlight the importance of re-skilling retrenched workers and assistance for establishing co-operatives and other sustainable livelihood activities.

b. POPCRU needs to play an active role in assisting unions in revitalising industrial trade unions. In particular, there needs to be a specific focus on the retail sector which has been especially impacted by casualisation.

#### **3.4.8. Annual Nelson Mandela Day**

##### **Noting;**

The 8<sup>th</sup> POPCRU National Congress resolved to intensify the role of the POPCRU, particularly lower structures, in co-ordinating events on Mandela Day,

**Resolve that:**

POPCRU should promote Mandela Day across the Continent and the world as a symbol of our commitment to a human rights culture, a humane and caring society, and fostering solidarity and unity.

**3.5. Solidarity among COSATU Affiliates**

**Noting;**

- a. Workers continue to wage heroic struggles in defence of their living standards, mainly in the form of strikes and protests.
- b. Our protests are often isolated since there is very little active solidarity from workers in other sectors of the economy. Solidarity in COSATU is too often defined in general terms instead of ensuring practical internal solidarity.
- c. Different approaches by individual COSATU affiliates towards collective bargaining gives employers leeway to defeat or frustrate them, weakens solidarity from other affiliates, and makes it difficult to measure affiliates' successes and failures.
- d. There are current ongoing protests and strike action in different sector led by COSATU unions.

**Believe;**

- a. The current strikes require urgent co-ordination and solidarity.
- b. The importance of rebuilding the foundation of worker solidarity.
- c. The need for political intervention.

**Resolve;**

- a. COSATU Congress should resolve on common collective bargaining guidelines and a single forum for COSATU affiliates.
- b. Affiliates must provide regular reports on strikes and other collective disputes to the Federation through joint mandating committees.
- c. To mandate the CEC:
  - To ensure that a comprehensive capacity building programme on strike organisation is developed for all organisers and negotiators.
  - To facilitate regular sharing of information on strike/protest tactics amongst affiliates.

- To redefine the role of the Organising Unit to ensure that it gives strikes/protests the necessary focus and attention.
- To establish a campaigns forum or structure that will constantly monitor and develop strikes and solidarity organisation, as well as related solidarity action across affiliates instead of each affiliate or even the company on strike left on its own and merely receiving moral message of support without concrete action.
- To consider establishing solidarity funds both at affiliates and Federation level. The CEC should develop a policy on the utilisation of the fund. Strike funds should aim to help workers during strikes due to lost wages.
- To review labour law provision on secondary/solidarity strike.

#### **4. Gender struggles**

##### **.1. Women in the work place and trade unions**

###### **Noting;**

- a. The gaps in the advancement of women comrades in trade union leadership structures
- b. The advent and effects of the so-called fourth industrial revolution on workers
- c. The feminisation of precarious work, and feminisation of casualization and unprotected work
- d. The critical importance of training, skilling and educating women;

###### **Believe;**

- a. Patriarchy has become the post-apartheid differential in externalisation and casualization of employment locally and also globally,
- b. Increased abuse of women (and women comrades) in the public sector and in trade unions, characterised by the 'sex for promotion' phenomenon, sexual harassment of women subordinates by their male seniors
- c. Ensuring that women are trained, skilled and educated is important;
- d. A relatively large portion of the female population are economically active in the informal economy
- e. The resolution of the gender question is inseparable from the objective of strengthening and building a developmental state

- f. Mechanisms are needed to enhance opportunities for woman graduates into the field of work
- g. The abuse of late work shifts contribute to the violation of the human rights of women workers including by means of violence and different forms of abuse

**Resolve;**

- a. POPCRU reaffirms its positions on women empowerment in all its forms and bounds
- b. POPCRU and COSATU should campaign for all places of work to include day-care centres
- c. The Basic Education system needs to enhance anti-patriarchal practice, and this should be taken forward through an assessment of the curriculum in relation to Life Skills in order to change the patriarchal nature of economic dependence on man vis-à-vis the emancipated and independent role of women;
- d. The importance of developing campaigns that expose both boy and girl children to a progressive working environment in the form of a campaign on Take a girl-child to work, which must be broadened to include a campaign of Take a boy to work
- e. An alternative mechanism must be established to ensure young teens who have fallen pregnant can continue their education within formal education institutions;

▪ **International**

**.1. On the International global crisis of the capitalist system**

Noting;

- a. The systemic crisis of the capitalist system has been deepening and it has attained its limits during the monopoly stage, imperialism, beyond which it neither can continue to reproduce profitably nor respond to the basic social needs of humanity.

Believe;

- a. As a result of the endemic nature of the crisis of the capitalist system, the only way out of the crisis is through the elimination of the system itself and its replacement by a higher form of social organisation.

Resolve;

- a. Reaffirm and further our analysis of the capitalist crisis from the 8th national congress and to study its impact on working people in our country and throughout the world, in order to strengthen the consciousness of workers, that their principal task is the elimination of the system.
- b. Strengthen the immediate goals of our economic struggles for the rights of workers, in advancing the overthrow of the system, building upon its remnants a new economic order with economic justice, equal development and people's participation.
- c. Support struggles against social oppression, colonialism and imperialism worldwide.
- d. To wage a relentless fight against the neo-colonial functions of the multinational and transnational corporations in reproducing social oppression and capitalist exploitation.
- e. Combat imperialism in all its forms and to fight against the domination of the financial capitalist system over the economy and link these to the struggle to defend, advance and deepen the National Democratic Revolution.
- f. To struggle for the reform of the United Nations (UN) including its organs such as the UN Security Council.

## **.2. Advancing our Internationalism**

Noting;

- a. There is a negative correlation in the international balance of class forces in favour of reactionary right-wing, neo-fascist, pro-capitalist forces backed by imperialism.

Believe;

- a. That although its strength is diminishing, imperialism still poses a serious existential threat to the working peoples struggle for democracy, peace, progress and socialism.
- b. That informed by its international working class solidarity principle, the union has supported struggles of many people across the world.

Resolve;

- a. To reaffirm our previous resolutions on principled internationalist solidarity support for struggles of the people of eSwatini, Western Sahara, Palestine, Cuba, Venezuela, Libya
- b. To strengthen relations with other progressive solidarity and peace movements and to build fraternal bonds with the progressive trade union movement in the world.
- c. To update our existing resolutions as follows:

- **On Venezuela:**

- Congress resolved to condemn the imperialist meddling in Venezuela internal political affairs and its financing of right-wing and violent opposition political forces seeking to reverse the gains of the Bolivarian revolution.
- To denounce the criminal actions of the alliance of the Venezuelan reactionary bourgeoisie, the embittered upper and middle classes and the right-wing opposition aiming at unconstitutional regime change.
- Congress rejects every effort to turn the country into a vassal state, subordinated to the service of imperialism.
- It expresses our full support for the Venezuela Bolivarian revolution led by President Maduro.
- Resolved to help build a strong solidarity movement in South Africa and to campaign relentlessly against external interference and internal counter-revolutionary enemies of the Bolivarian revolution; and
- To call upon the South African government to strongly repudiate attempts to use South African territory for propaganda to destabilize Venezuela

- **On Cuba**

- To denounce the US administration led by Donald Trump and its extension of the hostile and aggressive foreign policy and of the criminal blockade against Cuba.
- Congress resolved on intensifying the union's Cuban solidarity campaign, to express our rejection of the criminal economic blockade, to support Cuba's main demands including restoring to it the full sovereignty of Guantanamo and putting an end to the illegal radio and television propaganda campaigns which are fully US funded.

▪ **On eSwatini**

- To deepen the economic isolation of the eSwatini monarch and to strengthen our existing campaigns in support of the people.
- To continue our international campaign through regular visits to eSwatini, to find effective ways of supporting the aims of the struggle for democracy and to finalise our study of the class structure of eSwatini.
- To increase our coordinated work with Swaziland democratic forces and the strengthening of the Swaziland Solidarity Network (SSN) in implementation of our solidarity campaigns.

▪ **On Palestine**

- To reaffirm resolutions and the firm internationalist solidarity support to the Palestinian struggle to an independent Palestinian state, within the 1967 borders with Jerusalem as its capital, the breaking of the Apartheid wall and the return of refugees and the release of all political prisoners as well as to intensify the boycott against Apartheid Zionist-Israel.
- To reaffirm our demand for the South African government to end all diplomatic, commercial and trade ties with the Zionist-apartheid-regime of Israeli.
- To develop a strong solidarity movement in South Africa, working with the Boycott Divestment and Sanctions (BDS) movement locally, to mobilise a wide range of social forces and public opinion behind this campaign.

▪ **On Western Sahara**

- To reaffirm that the colonial occupation of Western Sahara by Morocco remains a threat to peace, stability and justice.
- Reiterate our position that the denial for the people of the Western Sahara to exercise their inalienable right to self-determination and independence is an affront to peace in the region and the African continent.
- To denounce the admission of the Kingdom of Morocco to the African Union, after its withdrawal thirty two years ago and to campaign for the African Union to rescind this position.

- To demand that Morocco abides by the AU Constitutive Act advocating the total liberation of Western Sahara territories and the respect of the African borders at independence.
- To recognise that the Polisario Front liberation continues its struggle to end all foreign occupation of its territories and end the illegal exploitation of its natural resources by the Moroccan multinational companies.
- To strengthen awareness and influence the South African public opinion about the Sahrawi struggle to put an end to the last colony in our continent.
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**▪ Brasil – Russia – India – China – South Africa [BRICS]**

**Noting that:**

- a. The historical connection of South Africa with the emerging powers: therefore cooperation through forums such as BRICS is of primary importance to our country
- b. There is merit in sustaining an ongoing analysis of the BRICS political alliance and to understand the characteristic features of each member state and its national situation.
- c. The strategic importance of BRICS membership as part of our overall International Relations strategy
- d. That our membership within BRICS must be leveraged to advance our developmental goals.
- e. That as much as our trade has increased with some of our BRICS partners, the balance of trade is still not in our favour.
- f. That our national programme of industrialization must also improve if we are to benefit from favourable trading relations with BRICS partners, particularly China.

**Resolve that:**

- a. That the South African government should support the setting up of the BRICS Ratings Agency
- b. That there is a need for the left axis to connect with the people struggles. We should use BRICS platforms and joint union activities to push the demands of the people in particular their basic needs.
- c. To align our bilateral programmes with the People's Republic of China with those of FOCAC

- d.** To educate ANC members and the broader public on the relevance and importance of our membership in BRICS.
- e.** Unions in BRICS countries should therefore develop a common political programme and to co-ordinate the rest of the BRICS social forces.
- f.** That the BRICS Bank that has been established must be used effectively to provide an alternative Global Financing Mechanism.
- g.** The government should effectively use our membership in BRICS to deepen and align our policies with each of the individual BRICS countries
- h.** Government should promote student exchange programmes for South African students with the BRICS countries as part of skills development.



