

# **POLICE AND PRISONS CIVIL RIGHTS UNION**



**8<sup>TH</sup> NATIONAL CONGRESS**

**POLITICAL OVERVIEW**

**INKOSI ALBERT LUTHULI INTERNATIONAL CONVENTION CENTRE**

**DURBAN – KWAZULU NATAL**

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**THEME: Transforming the Criminal Justice Cluster in defence of the working Class struggle for the advancement of the National Democratic Revolution.**

# **POLITICAL OVERVIEW PRESENTED BY PRESIDENT ZIZAMELE CEBEKHULU DURING THE 8<sup>TH</sup> NATIONAL CONGRESS OF POPCRU: DURBAN ICC – KWAZULU-NATAL: 15 JUNE 2015**

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Comrade Programme Director, Leadership of COSATU led by President Sidumo Dlamini, Leadership from Progressive Affiliates of COSATU, Members of the National Executive Committee of POPCRU, Leadership of the South African Communist Party, Leadership of the African National Congress, Distinguished Guests, Members of the Media, Most importantly, Comrades delegates to this important gathering of ours.

On behalf of the National Executive Committee, I salute all the renowned delegates and our guests. We are meeting here today – 15<sup>th</sup> of June 2015 in Chief Albert Luthuli International Conference Centre, exactly four years ever since our watershed 7<sup>th</sup> National Conference successfully convened in 2011 at University of Free State in Mangaung. We are greeting you with warm regards and acknowledge your dignified presence in this progressive event – POPCRU's 8<sup>th</sup> National Congress.

This congress served as a reminder of the importance of this Workers Parliament within POPCRU that it never abdicates its responsibility even during the most difficult and trying times. It also served as a reminder to the leadership that we are elected by the membership and that is where loyalty and trust of the leadership should lie at all material times. It

underscored too, that Locals and provinces must likewise have faith in the leadership, and that the leadership must never betray this faith and loyalty.

We meet here today under the Theme: *“Transforming the Criminal Justice Cluster in defence of the working Class struggle for the advancement of the National Democratic Revolution”* to make organisational assessment of our term of office which ends in four-days’ time, make determination of how the organisation should be driven over the next four years. We are meeting on the eve of a very important declared holiday [June 16] – a day which brought about far-reaching political landscape in South Africa radically propelled by politically conscious students 39 years ago. We convened the congress during this week as part of our recognition of this important day.

As we celebrate the legacy of these youth of the times, we should continuously ask ourselves whether the dreams and aspirations they had for equal opportunity in life were in vain. This is in light of the many challenges current day youth is faced with. High levels of unemployment, limited access to Institutions of Higher Learning, alcohol and drug abuse, all other elements which lead to the social ills dominant in our communities.

### **POPCRU’s Background**

For the past twenty-five years POPCRU’s existence, we experienced a lot of challenges and went through quite remarkable pitfalls. That would be

expected from the formation of a labour movement out of a system which utilised the police not to execute policing function, but to quash and conquer political opponents. It was the police component which the brutal apartheid regime relied fully on to administer and enforce the racist practices and laws in South Africa. Out of such environment, POPCRU's establishment was unquestionably not going to be a smooth-sailing process. We had to dribble and filter through all the drawbacks and organisational tests to arrive where we are today.

Today, we are an organisation which recognises the civil and basic human rights of all people in South Africa including those employed in the services of South African Police Services, Correctional Services and the Traffic Department. We further recognise that such basic human rights are fundamental rights worthy of enhancement and protection, and we are as such committed to the creation and development of a security establishment, which is the just expression of the will of the people. A system, which will reflect co-operation between our members and the community in an effort to truly serve and protect all members of our society.

Out of this background and because of such an experience, I can proudly stand here today, without fear of any contradiction, that POPCRU is an unwavering labour movement. Being stable should not be misinterpreted to mean an organisation without challenges, but it means and includes the

stable approach of even managing difficult challenges. With twenty-five years of existence, we have a good story to tell and I will highlight some of the achievements towards the end of my address.

### **Developments in COSATU**

POPCRU's stability should be translated into an unwavering federation – our beloved COSATU. The challenges experienced by the federation are not and should never be regarded as unsurmountable. If there rain heavily falls, the rivers will fill the sea with all the dirt including, most probably dead donkeys. The sea has its own way of cleansing itself from all these dirt. This is exactly what the federation is currently doing and it should be applauded than to be demonised as an organisation which declared war unto itself.

The federation has its fundamental origin, properly characterised founding principles, well formulated rules and procedures which must be respected and complied with by all – be it office bearers, affiliates or staff members. If anyone or any affiliate feels these sound principles are no longer suitable to them, they must feel free to leave without causing damage to the good reputation of the our beloved movement. We cannot have the General Secretary, who has politically crossed floors, being at the helm of the federation. We should never be vulnerable and allow ill-disciplined affiliates like Numsa to divert our federation or translate it into an organisation driven by the imperialist agenda.

It is a well-known fact that the former General Secretary [through his cohorts – Numsa leadership] wanted to be Deputy President of the African National Congress in a clandestine approach. This was meant to impose him as the heir-apparent during ANC 54<sup>th</sup> National Conference in 2017 leading him to take over government in 2019. When that concealed and destructive process failed dismally, everybody must now see and regard the ANC as an organisation that has adopted right-wing policies. The federation must therefore, be coerced to break from the Alliance as Numsa and its principal Zwelinzima Vavi propagate. With this in mind, the federation should be highly applauded for taking proper steps to purify itself from the ideological dirt of Numsa and that of the former General Secretary.

We would move further to advice affiliates who are screaming from the rooftop in support of Numsa and former General Secretary to come back to where they belong. However, this constructive call should never be left to prolong unnecessarily because we have to rebuild this federation without any further adjournment. Should they not heed to this call of re-joining the ranks, they should as well be regarded as the unwanted ideological dirt which should be organisationally cleaned up. Our approach is to jealously guard this movement of Elijah Barayi not to be hijacked by the prophets of doom masquerading as progressives and Numsa and Vavi are currently disguising.

## **Economic Transformation**

The economy of South Africa is the second largest in Africa, behind Nigeria, it accounts for 24% of its Gross Domestic Product in terms of purchasing power parity. It is ranked by the notorious World Bank as an upper-middle income economy. We should appreciate the fact that progress has been made in the provision of basic services and in the macroeconomic stabilisation since the dawn of democracy. However, we have a long way to go, particularly, in the transformation of the economy. South Africa's economy is still mostly under the control of white males who held power under apartheid. The structure of the apartheid-era economy has remained largely intact. Our government needs to take more drastic steps to make sure the economic situation takes a radical adjustment. The time has come to do something more drastic towards economic transformation and freedom.

There are sabotaging attempts by some institutions whose mandate is to support government's economic transformation in the country but they choose to do the opposite. Typical example in this regard is the Public Investment Corporation [PIC] and Government Employees Pension Fund [GEPF]. There billions of rands in these institutions which must assist government in transforming the economy at an accelerated pace. However, elements within these institutions are hell-bent in ensuring that government fails dismally. It is our organisational obligation and social

responsibility to bring about change in this environment. This congress must debate our immediate approach and practicable to change this unacceptable state of affairs.

No society can surely be flourishing and happy, of which the far greater part of the members are poor and miserable. We need to seriously rethink the meaning of liberation in South Africa. No society can claim to be truly liberated whose citizens are so shot through with anxieties and mistrust. No society can claim to be truly liberated whose poor live in the most squalid conditions imaginable and whose wealthy avoid that fact by hiding behind high walls and thick bars. No society can claim to be truly liberated that is so beleaguered by hate and fear that it must spend a whopping R40 billion a year on private security to sooth its nervous soul.

True liberation of our country should entail building a society in which all citizens benefit meaningfully from the nation's riches – from the land and the forests and the mineral deposits that belong to every human being in common. Fundamental to our economic transformation programme is the need to broaden the ownership, control and management of the economy. Liberty lay not only in human rights, universal franchise and the abolition of minority rule, but in the creation of a just, humane and economically fair society. This is the yardstick by which true freedom has to be measured, therefore, South Africa has a very long way to go.



## **Building the Alliance**

The Tripartite Alliance was formed out of struggle, and out of the shared vision as articulated in the Freedom Charter. It is based on the understanding that each Alliance component enjoys political independence from the other, but also acknowledges the central role of the ANC as the leader of the Alliance. This is a revolutionary Alliance which is a biological expression of the interconnection between national liberation and class struggle in South Africa. It is not a loose coalition of political formations that which could freely and easily walk away from each other in case of disagreements. The formations shared a history and tradition of militant struggles, membership and profound strategic perspectives about the National Democratic Revolution.

COSATU's 6<sup>th</sup> National Congress resolved that the Alliance remains the only vehicle capable of bringing about fundamental transformation in South Africa. The circumstantial context of the Alliance partners is that they were led by self-sacrificing revolutionaries, people willing to lose life and liberty for the freedom of all South African people. All three had been the victims of a relentless onslaught from a cancerous minority government, whose viciousness was exacerbated by knowledge of its pending demise. All three were, in the same way, committed to ending white minority rule.

Thirty years ago ANC President Oliver Tambo had this to say during the occasion to mark the SACP's 60<sup>th</sup> Anniversary:

*"The relationship between the ANC and the SACP is not an accident of history, nor is it a natural and inevitable development. For, as we can see, similar relationships have not emerged in the course of liberation struggles in other parts of Africa... Ours is not merely a paper Alliance, created at conference tables and formalised through the signing of documents and representing only an agreement of leaders. Our Alliance is a living organism that has grown out of struggle. We have built it out of our separate and common experiences".*

It is very important to remember that being part of the Alliance, it is our responsibility to protect, defend and deepen the unity of this Alliance as working class formations. The chunk of this responsibility and our revolutionary obligation is that we must never cherry-pick to sometimes step aside and behave as if we are outside our Alliance and the revolution, and have the luxury to lament or criticise as outsiders. To pick to act as if we are outside the Alliance [as we witnessed those who were hamstrung to collapse COSATU and the broader Alliance] when things get tough, and to seek to prioritise media recognition is nothing but rank shadiness. Such kind of behaviour does not belong to the ranks of the working class. All progressive formations should do everything in their capacity to foster unity within the Alliance. We must all be committed to the struggle for working class unity which must encompass respect for a diversity of opinions amongst the organised working class and the popular masses.

This Alliance is not based on conformity and monolithic or colossal interpretation of events, but it is a strategic Alliance which must be sustained. We must avoid a temptation to change the historical character and purpose of the Alliance, regardless of challenges we face today as a component, group or individuals. Each Alliance component partner has a political responsibility to guard against tendencies that threaten the unity of the Alliance. This is a unique political entity, and none of us must celebrate when it faces challenges. We must make sure that the bold headlines about the imminent death of the Alliance as waste of time and ink because the Alliance must live for a long time to come. However, as we all know, there are challenges that must be dealt with.

For the past two to three years, our federation had been entangled in hard but necessary processes aimed at ensuring the organisation is safeguarded. This on the basis of unwarranted and foreign tendencies that had found space and wanted to capture the federation with the sole aim of dividing the Alliance through working closely with international and local forces whom our relations as an Alliance did not sit well with. These predispositions' ultimate goals of consistently undermining the federation rules and guidelines, poaching members from other sectors they were not organised under, funding smaller unions to buy their support and continuously attacking Alliance structures through media when proper channels for raising concerns had always been available, were all inspired by their short-

sighted vision which seeks to divide and take over the federation and use it to fight the SACP and ANC.

All these actions are aimed at ensuring that the Alliance is weakened and rendered dysfunctional and to bring about its ultimate demise. This was done partly in the interest of the former COSATU GS who unsuccessfully, attempted to bargain for a leadership position in the ANC. He did this undermining the normal processes and principles within the federation, which he was well aware of and fully participated. He has dismally failed and it will be wise for him to realise that he is now entering the political dustbin of history.

It is paramount that we root out these elements which seek to divide the Federation, and this is so on the basis that a weak Trade Union movement will ultimately lead to weak affiliates. Such ideological blunder will lead to a weak Tripartite Alliance and the loss of all our democratic gains. We need to actively find ways in which we strengthen our structures and learn from what had been demonstrated by these renegades in ensuring COSATU never relives such unbecoming acts.

For us, the unity in COSATU is fundamental and we must stop at nothing in defending it! We must therefore, reiterate that the Tripartite Alliance remains the only hope for the workers and the working class in South Africa.

## **2014 General Elections**

POPCRU CEC in November 2014 took time to make critical analysis of the 5th national elections held in May 2014 and what they translated to in terms of the South African politics. The fifth election were held under conditions of world-wide adult suffrage since the end of the brutal system of apartheid in 1994, and also the first held since the passing on of the world icon Tata Nelson Mandela. It was also the first time that South African expatriates were allowed to vote in a South African national election.

The 2014 National and Provincial General elections had a total of 211 registered political parties. 152 of these were registered nationally and the rest were in provinces with the Western Cape having the largest number of 30 registered parties. The ANC was voted back to office by over 11 million people of South Africa making it to win the 2014 elections by 62,15% and qualified for 249 seats in Parliament. Every attempt was made to undermine and down play the electoral victory of the ANC and elevated the increase in numbers by the opposition. It was an argument which followed the pattern of the Polokwane victory where those who lost continued to define the results in terms of the 60/40 divide. At the centre of this was to undermine the results of a democratic process which is based on majority rule.

It was even more disturbing to note that amongst others it was NUMSA, a COSATU affiliate at the time, which was supposed to be guided by the

resolutions and constitution of COSATU, but chose to go public with statistics which were seeking to undermine, downplay and counter the ANC electoral victory. What could be expected from them with their earlier announcement of an intention to consider contesting the forthcoming local government elections in 2016? This stance of an attempt to undermine the ANC's electoral victory continues to play itself out in parliament and is seen in how the opposition is forming itself into an unholy coalition against the ANC leadership with the main target being the ANC President. [Good-bye Numsa, we will not miss you for an inch and we dearly welcome LIMUSA to the ranks of COSATU]. The metal workers belong to COSATU and not to the obsolete and hopeless United Front.

### **Promotion of Labour Relations within the continent**

The strongest feature of POPCRU is its recognition of the civil and basic human rights of all people in South Africa including those employed in the services of South African Police Services, Correctional Services and the Traffic Department. We recognise further that such basic human rights are fundamental rights worthy of enhancement and protection, and we are as such committed to the creation and development of a security establishment, which is the just expression of the will of the people. Moving from this premise, in 2001 POPCRU resolved to promote labour relations within SADC in ensuring that other countries in the Southern African

region also enjoy improved labour legislation that promotes a culture of human rights and human dignity.

Police and prison officers [as affectionately known in SADC region] have different conditions of service but also share a number of common concerns and interests. These common interests include, but are not limited to poor working conditions, high levels of crime and social unrest, and very poor police community relations. It is for this reason that POPCRU took a resolution to unionise the police and prison officers throughout SADC as an intervention of giving them a collective voice when dealing with issues pertaining to sound labour relations. While police labour rights are recognised in most Western countries and even encouraged, South Africa is currently the only country in the Southern African region in which police unionism is a reality.

As a result, POPCRU realised that the attainment of social and political rights for Police and Correctional Service [Prisons] employees is not only important or relevant in South Africa, but should be achieved in the rest of the Southern Africa as well. Police members, like other workers in the public and private sector, have the right to form and join representative organisations such as trade unions/associations. POPCRU strongly believes that Police Unions contribute positively to the overall effectiveness and professionalism of the Police. Therefore, POPCRU committed itself to

assist in building Police representative organisations and developing processes and structures for collective bargaining by convening International Symposiums with the purpose of inculcating responsible and sound labour relations among Police and Prisons in SADC and beyond with respect and compliance of individual country legislative provisions by sharing experiences that will improve internal and external governance of policing in Africa.

To take this essential resolution forward, we have since held International Symposiums in a number of countries within SADC, namely: Lesotho in 2006, 2009 in Botswana and in Zambia in 2013. There has been appetite about this project in other countries abroad like Argentina and we are looking at the feasibility and achievability of convening the fifth symposium in Latin America. More information about this project, the developments thereof are fully covered under the International report. We are proud to state that POPCRU is really playing a pivotal role around the globe.

### **International Solidarity**

POPCRU regards all people around the globe as equals with equal rights under international law. We should positively contribute greater pursuit of collective leadership in order to secure greater security, peace, dialogue and equity between and amongst poor and rich nations. We have to be part of the likeminded people of the world for peace, solidarity and social



transformation to create a world free of human rights abuses and creation of sustainable environments.

Within this ambit we condemn Morocco's current oil development program in **Western Sahara**, and to call on Morocco to follow through on its commitment under the 1988 settlement plan to allow a referendum in Western Sahara. For over twenty-five years, the people of Western Sahara have been struggling for self-determination and independence. The Moroccan government has always abused human rights in Western Sahara in different brutal and inhumane ways. Morocco is still imprisoning Saharawis who are peaceful demonstrators or peaceful defenders of human rights for the sole reason that these people are calling for a referendum to be held in Western Sahara and that the Saharawis should be allowed to exercise their right to self-determination. Not only is the right to self-determination a natural right of a people, but it is included in the United Nations Charter and is one of the basic principles that the UN is empowered to preserve. All of these prisoners were, and have been, a target for unjustified attention, torture, and surveillance. These actions constitute a human rights violation on the part of the Moroccan government.

The African Union supports Western Sahara and condemns Morocco's occupation. However, until now, this has mainly taken the form of warm words at summits, with little action or focus on resources. There should be

consideration of a strategy of global boycott of products of companies involved in the illegal exploitation of the natural resources of Western Sahara. African states should support this move, take their solidarity to the next level and work to actively sanction companies exploiting Western Sahara's resources. Africa should be prepared to ratchet up sanctions, if necessary, to demonstrate solidarity, if no movement is forthcoming in the peace process and Saharawis continue to be denied self-determination.

We further condemn the imprisonment of the **Palestinians** in The Gaza Strip by Israel. We also condemn the USA military assistance to Israel which by July 2014 amounted to 130 billion dollars for artillery. What sort of people are these of Israel, snipers deliberately killing children and tank commanders firing shells into family apartments when they see people living there? Worse of for the Israelis keep expanding into the West Bank territory and creating settlements there and every couple of years the Israelis have a turkey shoot, except it is not turkeys they are shooting, but defenceless people of Palestine. We have to elicit international opposition to Israel's policies and break the siege of Gaza. We join those who continue to raise international awareness about the prison-like closure of the Gaza Strip and pressure the international community to review its sanctions policy and end its support for continued Israeli occupation.

Within the same breath of international solidarity, we stand by the **Cuban** people in defence of their revolution. We fully support the Cuban Revolution – an armed revolt conducted by Cuban activists under the leadership of Cde Fidel Castro against the US-backed authoritarian government of Batista. We welcome the release of the Cuban Five and highly welcome their visit to South Africa in a week's time. We continue to condemn the United States' economic embargo against Cuba which exists as of 2015 despite the promise by President Barack Obama. The blockade has failed to force the 'regime change' successive US administrations wanted in Cuba. May I take this opportunity to applaud the role played by the Cubans to liberate some parts of Africa including our own country South Africa.

We want to express our profound and firmest solidarity with the people and the government of the **Bolivarian Republic of Venezuela** in the face of imperialist threats from the United States. We firmly believe that the US policy towards South America reached a new low in recent times when President Barack Obama invoked powers to declare the ostensible "*national emergency with respect to the unusual and extraordinary threat to the national security and 'foreign policy of the United States' posed by the situation in Venezuela*". This is nothing but an imperialist declaration by the US preparing fertile grounds to launch a military attack on Venezuela or to isolate Venezuelans while supporting regime change through active interference backing right-wing groupings.

By the same token, sections of the population in **Brazil** are mobilised to demand the foreign intervention of the US to unseat democratically elected President Dilma Rousseff. On the other hand in Argentina, Chile and elsewhere on the continent, notwithstanding the huge challenges that confront the process of progressive transformation, such as slow economic growth, corruption allegations, etc., the United States' imperialist onslaught to regain lost right-wing ground in its declared "backyard" is visible throughout. This seeks to reverse progressive gains and reassert imperialist exploitation and domination.

The United State has now unashamedly transformed its traditional imperial posture towards the global South of the Western Hemisphere and challenges the continent-wide Bolivarian cause of Latin America and the Caribbean, independence and sovereignty. It has effectively sent a go-ahead to the ultra-right opposition that has been behind much of the instability and violent clashes in Brazil and Venezuela during the last period to unleash the same on a rampant basis. This tyranny is actually unleashed against all of the peoples of the world who rightly exercise their independence, national self-determination and sovereignty which in turn go against United States' imperialist domination.

**World Trade Organisation [WTO]; World Trade Organisation [WTO] & World Bank [WB]**

Let me touch on the distress brought about by the imperialist organisations towards the whole world – typically known as the Bretton Woods institutions. The International Monetary Fund along with the World Trade Organisation and the World Bank has put the global economy on a path of greater inequality and environmental destruction. The IMF's and World Bank's structural adjustment policies ensure debt repayment by requiring countries to cut spending on education and health, eliminate basic food and transportation subsidies, devalue national currencies to make exports cheaper, privatise national assets and freeze wages.

Such belt-tightening measures increase poverty, reduce the ability of developing countries to improve strong domestic economies and allow multinational corporations to exploit workers and the environment. An example is the IMF loan package to Argentina which was tied to cuts in salaries of doctors and teachers and decreases in social security payments.. The IMF has made elites from the Global South more accountable to First World elites than their own people, thus undermining the democratic process. The IMF is funded with taxpayer money, yet it operates behind a veil of secrecy. Members of affected communities do not participate in designing loan packages. The IMF works with a select group of central bankers and finance ministers to make policies without input from other government agencies such as health, education and environment

departments. The institution has resisted calls for public scrutiny and independent evaluation.

### **Emergence of BRICS as an Economic Bloc**

One of the significant efforts in the world towards the formation of trading bloc in 20<sup>th</sup> century is the economic union of the BRICS [Brazil, Russia, India, China and South Africa]. The rise of these emerging powers is reshaping the global economy and, more gradually, international politics. Growing much faster than the rest of the world, these economies are changing the structure of international production and trade, the nature and direction of capital flows, and the patterns of natural resource consumption. At the same time, the growth of these countries is beginning to shift the global distribution of power, forcing the great powers to come to terms with reality that they will need to share management of international rules and systems in the coming decades. From last decade the world has experienced significant transformations in geopolitical and economic terms, and in the location, organisation and distribution of production. For several reasons, emerging economies such BRICS have acquired a most important role in the world economy as producers of goods and services, receivers of capital or potential consumer markets.

Of all the many multi-nation agencies that came up during the last century very few have emerged as a force to reckon with. Now it is high time to see what kind of future lies ahead for the BRICS countries. The permanent members of the United Nations are the winners of the Second World War and, accordingly, they have emerged as the virtual monarchs of the globe. If the BRICS grouping is successful in the attainments of its goals, of which it should be, and the West loses its credibility, then the then the BRICS could become the P5 and also bring the desired change to the existing global bodies like the UN, the IMF and the World Bank. During the last many decades, the G8 has been the rule making body with respect to the world economic and political setup. In the present scenario, three countries of the BRICS bloc may emerge as an economic powerhouse and may create a new economic and political order. If three other countries, especially Indonesia and Mexico, join the bloc then this bloc could replace the G8. Under the present economic scenario this could happen.

### **POPCRU's Strategic Approach on National and International issues**

The survival of any organisation or business comes down to Tactics, Tools and Strategies of driving it and the resources employed in the process. The order of execution may vary depending upon the person tasked to develop the plan in that organisation. Some people do better with looking at lots of tools and asking themselves: "How can I use these tools to accomplish my goals and which ones do I use?" While others may look at tactics that have

been tried and proven successful and determine which tactics best apply to them and their goals. And, many start with developing a sound strategy, then determine which tactics and tools best suits their needs to accomplish their goals.

Out of this analogy, we have developed a Discussion Document for this congress termed: *“Taking POPCRU Towards 8<sup>th</sup> National Congress and Beyond”*. The document requires congress to emerge with ways and means of making POPCRU survives at any given stage or period, what materials should it employ at which point, what should be the level of approach in such process, etc. We want to develop the Strategy and Tactic of this organisation so as to strengthen it in a long-term methodology. We should vigorously engage so as to do justice in that regard and emerge with the required outcome.

Part of this process was that the organisation convened a Policy Conference to make an assessment of the relevance or none thereof of our current policies. Our definition of policy is that it is a set of ideas and proposals for action, which culminates in an organisational decision. Typically, policy will become a rule or regulation, enforceable by any structure. We have taken all our policies for review and they will be presented to this congress for deliberation by delegates.



## **Anti-Crime Summit**

Directed by the 7<sup>th</sup> National Congress in 2011, we successfully convened an Anti-Crime Summit on 28 – 30 May 2012 in Birchwood Conference Centre in Boksburg. The summit was attended by the Ministers within the Criminal Justice Cluster, Academia and Political analysts. The broad Programme of the summit covered, amongst others, the following critical areas:

- ❑ Effective integration and reengineering of the Criminal Justice System presented by the former Minister of Justice and Constitutional Development, Jeff Radebe.
- ❑ The role of the community in fighting crime presented by Mr Mphuti - National Chairperson of the Community Poling Forum Board.
- ❑ Organised crime as a threat to global security, economy and the State presented by Brigadier Abbai Naidoo – INTERPOL.
- ❑ Legislative Framework prior and post-apartheid.

At the outset of convening this Anti-Crime Summit under the Theme: ***“Integrated interventions of fighting crime in the 21<sup>st</sup> century”***, we subscribed to specific and strategic objectives, which were:

- (a)** To gain an understanding from a range of perspectives about the nature and prevalence of crime in South Africa.

- (b)** To map out the role that a wide range of actors – both state and non-state – are playing in trying to reduce levels of crime and insecurity informed by the current SA crime statistics as released by SAPS.
- (c)** To determine what the role of the labour movement, in particularly police unions should be in helping to combat crime and tackle issues related to Criminal Justice cluster.
- (d)** To learn about policing best practices from other parts of the world in combating crime and making communities feel safer.
- (e)** To build a sense of professional commitment amongst POPCRU members in fighting crime within a human rights framework.

We emerged out of the Anti-Crime Summit revitalised by robust engagements that were seeking to ensure that South Africa becomes a crime free nation with a full understanding that crime contribute to poverty, underdevelopment, unemployment and de-investment. We were inspired by great presentations and contributions made by various speakers and presenters from all progressive movements nationally and internationally. We also took into considerations the revolutionary lessons learnt from true nation builder and selfless leaders, who passed on before laying down their own lives for us to live freely.

The ultimate intent and purpose of the summit was to map a way forward on mechanisms to sufficiently address the root causes of crime and come up with intervention strategies in combating such. This among others made

attempts to ensure that systems were put in place by all the relevant organs of the state, stakeholders and other role players in adequately addressing the current gaps in the fight against crime. We underscored the importance of internal democracy within the organisation and our National Crime Summit has provided a platform to bring to the core the critical challenges facing the law enforcement Agencies in general. The resolutions arrived at during the summit were shared and with all concerned role players for implementation in dealing with the scourge of crime in South Africa.

### **Transformation of the Criminal Justice Cluster**

As I indicated earlier on, we have convened this 8<sup>th</sup> National Congress under the under the Theme: *“Transforming the Criminal Justice Cluster in defence of the working Class struggle for the advancement of the National Democratic Revolution”*. In drafting and coming to a resolution to adopt this theme, we looked at a number of aspects with sectors we operate. It was not just a mere exercise of formulating a theme because part of the congress should be development of theme. We have made thorough analysis of where we come from, where we are and where should we be. From that analogy, we emerged with this ingrained theme.

The criminal justice system needs to be transformed such that the coordination of its functions is not only on top levels, but also filter down to the magistrates, constables, correctional and traffic officials on the ground. Though there are signs of improvement from time to time, community

participation in the cluster is minimal in this regard. There are challenges within or around the operation of the witness protection program. At times, members of community [which is critical component of fighting crime] do not have confidence that they would be protected if they come forward with information or expose the syndicates.

It is important to buff-up this important component such that the integrated effort of fighting crime becomes a reality. Indeed it has been demonstrated that crime and corruption is not only an issue confronting Police alone, it affects communities as well. The establishment of good working relations between the two has and can continue yielding better results in our quest to build safer communities. Despite all these issues we have raised, there is a moral dilemma. We may have a highly trained, technological advanced and numerically strengthened police service, yet if the levels of poverty, inequality and unemployment are not taken into cognisance and effectively addressed with the urgency they deserve, the fight against crime becomes prolonged, if not stagnant.

In the same breath, we are not about to win this war in an environment where corruption is rife in the public service in general and in the police, justice and correctional services in particular. We condemn such actions by those who collude with the criminal world in all strongest sense. Those

within the law enforcement agencies who are part of these criminal societies should be exposed and taken to task.

We have witnessed that the Judiciary and National Prosecuting Authority are today utilised by reactionary forces to gain anything they fail to gain through the ballot. This is anarchy at its best and it must be tackled face-to-face. We can never be onlookers whereas these bigoted and counter-revolutionary forces are on the campaign to reverse the gains brought about by the dawn of the new dispensation under the so-called: “*rule of law*”.

We cannot afford to witness a government institution which is still 90% white at this day and age who are hell-bent to maintain the defunct apartheid policy. We also call upon the police to finalise the case against Glynnis Breytenbach who was causing trouble with her illegal activities in the NPA and when the net was closing on her, she ran for cover to the DA. The allegations against Advocate Gerrie Nel of illegally bugging equipment to spy on NPA offices must be attended to directly. He must be immediately suspended pending investigations into the role he played in that regard including everybody he colluded with. His alleged role has had a negative impact in that it diminishes the public’s trust in the role these state security agencies play. The devastation caused by former Scorpions members [majority of them from apartheid Security Branch] who are regrouping in SARS, in the HAWKS & within NPA should be tackled head-on.

Having said that, we call on the Minister of Justice and Correctional Services to convene a summit on transformation of the Justice component [National Prosecuting Authority, the Judiciary and all adjacent units within this critical department]. This should not only be another talk-show. Such summit must emerge with tangible and effective practicable solutions and interventions aimed at tackling all obstructions and tailbacks within this component to be reflective of the South African demographics.

### **Merger of two departments [Justice & Correctional Services]**

In the new administration shaped in May 2014 the Departments of Justice and Correctional Services were amalgamated. Both departments now report to the Minister of Justice and Corrections though they remain two separate and self-standing portfolios, with their own heads of department and their own budgets. We accept the merger of the two departments. President Jacob Zuma said the merging of the two ministries was aimed at improving and accelerating service delivery. This ministry will have two deputy ministers. Thabang Makwetla will be responsible for Correctional Services while John Jeffrey will be responsible for Justice.

This merger should not be the name change, but we must be in a position to see value for this process. We are not going to stand by and be onlookers, we are going to dirty our hands to bring real change in this sector. We are

not going to ask permission from anybody in doing that, the mandate we will be getting from this Workers Parliament on policy matters will be delivered without exception.

Our members should at all times be law abiding citizens and promote safety and security among our communities. We strongly condemn instances within the law enforcement agencies are charged with the acts of rape, crime and corruption. We have witnessed steps taken to improve policing, including the provision of better resources to various police stations, the establishment of operational control centres across the country, the deployment of additional capital equipment, and the improvement of arrests, investigation and prosecution capabilities.

### **Gender Disproportion**

The need to confront and overcome gender oppression in our society cannot be overly emphasised, and neither can we make the assumption that the oppression of women will simply wither away under some future progressive dispensation. Neither the NDR nor socialism can be consolidated unless we simultaneously and self-consciously attack gender oppression. The resilience of patriarchal institutions and practices has largely, though not exclusively, been reinforced by ideologically projecting women's oppression and gender inequalities as part of the ordinary norms encapsulated in our society.

We need to acknowledge that within the working class and the poor, patriarchal practices are still prevalent and harsh. Patriarchal attitudes, coupled with the general social distress and dislocation felt by the poor of our country also result in extremely high levels of domestic violence and abuse directed against women and children. Hence the importance of consciously combating patriarchy as a necessary component of mobilising and strengthening the working class as a whole.

From POPRU's perspective, we took the issue of gender quite serious. We started by putting policies in place to ensure that gender becomes the lifeblood of POPCRU. We ensured that it became a practice and organisational policy position that the leadership at all levels should address gender disproportion. As a means to developing women cadres, POPCRU took a group of thirty women in 2008 to acquire leadership qualification through the University of Western Cape. The second group was taken through the same academic institution in 2011 whilst elevating the first group to advance level. The graduates occupy positions of responsibility within the organisation and in other sectors. This is also a policy commitment as we deal with Human Resources processes.

### **The Demon of Xenophobia**

Just when we were focused on determining remedies for the socio economic challenges and internal impediments within our structures, we woke up to



the sad realisation that emanated in the unfortunate attacks on foreign nationals living in South Africa, and though they only occurred in small parts of the country, they made a national topic since they could have easily spread to other parts like wild fires. This was a sad realisation as we have rejected and continue to reject such hostilities against our fellow brothers and sisters from the continent of our birth.

While we call on workers to unite, these acts had set up workers against each other and only served to benefit the employers as some of the sparks leading to these attacks were on the basis of their treatment and conditions in maximising profits. In almost all cases of xenophobic attacks, the contention is with regards to the question of who gets employed, and the fact that these employers prefer foreigners due to the level of exploitation they freely impose on them only means they likely get into conflicts with South Africans, mostly those who lost their jobs or unemployed. We should also acknowledge there were levels of criminality within these acts, as the majority of South Africans, as frustrated as they might be about limited opportunities, did not resort to these violent measures.

This challenge of having people from both inside and outside the country moving to urban areas for search of employment is consistent with features of our infrastructure.

In our country, whatever infrastructural development that was done was concentrated on the basis of the minerals' location. This development was and still is along routes from the ports to where minerals are to be exploited, and back to the ports, and development rarely takes place outside developed areas. Majority of our shack dwellers are South Africans who come to cities like Johannesburg to seek job opportunities, and this has evidently created urban decay.

Part of the solution to resolve these challenges is to ensure we take decisive action to decentralise the economy. Urban decentralisation does not mean having malls in townships, but rather empowering townships to create opportunities that will sustain themselves by creating employment initiatives where people are. The economic refugees compete with the millions of unemployed South Africans for too few jobs, and largely because of the unemployment rate our youth finds themselves, this challenge will still manifest itself in the future, hopefully limited to dialogue rather than the unnecessary and inhumane acts displayed recently.

For our beloved continent to persist through the many challenges created both by ourselves and the western world, we need to wake up to the reality that the prosperity of Africa is our prosperity, and its failure will be ours. Let us commit ourselves to the saying that when your neighbour's house is on fire, you would better assist, lest yours catches it too.

## **Organisational Discipline and Democracy**

We have a proud and rich history of a democratic culture and debate within our ranks. Been formed within the security environment, we experienced a lot challenges organisationally and structurally. The rich culture I refer to prevailed and flourished even under the difficult conditions of this movement's formation. This is a culture which should continually adjust as conditions change and as the movement adapts itself in pursuit of the National Democratic Revolution. There was a debate towards the 7<sup>th</sup> National Congress about a lack of democratic culture is the extent to which individuals who disagree with the dominant view in the movement were seen to be marginalised or victimised. No doubt the congress resolved this aspect with the necessary enthusiasm. There are a number of principles that POPCRU adheres to in terms of organisational democracy and to name a few:

- ❑ POPCRU Leadership is elected at all levels, and elections are held at regular intervals as prescribed by the Construction.
- ❑ There is no single individual who is irreplaceable and the discussion of the leadership at any level in our structures is open than destructive lobbying which brings organisations down to their knees.

- ❑ Elected leadership can be recalled before the end of their term of office if they are not disciplined.
- ❑ POPRU has leadership collectives, instead of a single leader, at all levels of organisation – Institutions, Locals, PECs, PSCs, the NEC and the CEC.

We are all bound by these principles at all levels of the organisation. Decisions arrived at in any of the structures should be respected by the lower structures.

### **Our Membership Growth Capacity**

We continue to make strides in keeping up with our long-standing record of being the majority union within the criminal justice. Through our membership growth and retention strategies, we come from a figure of 117 000 in December 2011, and are currently sitting at a membership of 125 000 in the South African Police Services alone.

In the Department of Correctional Services, we experienced inadequate growth over the past four years and this needs serious concentration with tangible intervention measures. Part of our deliberations during this congress should be our approach to turn-around the situation.

In the department of Traffic, in December 2011, we stood at 4 900 and we are currently sitting at 5 500. I must emphasise that though there has been

signs of growth on the overall membership, it is not at the expected rate and for that, more work needs to be done in solidifying our majority representation in all sectors.

### **Collective Bargaining**

The PSCBC Resolution 1 of 2012 deals with wage increment in the Public Sector. A wage agreement was signed between the government [employer] and recognised unions in the Public sector, which POPCRU forms part. It was signed just after our 7<sup>th</sup> national congress in 2011. In terms of the agreement, general increment in 2012 was 7% and in the subsequent two years up to 2013: CPI+1% = 6.8% and 2014: CPI+1% = 7.2%. The resolution also made provision for the following:

- ❑ Recognition of Long Service;
- ❑ Recognition of improved qualifications;
- ❑ Improvement of the night shift allowance;
- ❑ Improvement of Shop steward Leave, family responsibility leave and pre-natal leave,
- ❑ Introduction and implementation of Government Employees Housing Scheme [GEHS];
- ❑ Review of PSCBC Resolution 3 of 2009, and;
- ❑ Minimum Service Level Agreement amongst others.

It is worth noting that 80% of the provisions have been implemented and outstanding matters relate to the following:

- ❑ Introduction and implementation of Government Employees Housing Scheme [GEHS];
- ❑ Review of PSCBC Resolution 3 of 2009,
- ❑ Decent work and;
- ❑ Minimum Service Level Agreement amongst others.

Recently we have signed a three-year deal with effect from 1<sup>st</sup> of April 2015. The general increment is 7% and CPI + 1 for the subsequent two years. We also went an extra mile in ensuring that our members are taken care of in terms of the housing scheme with the state offering a R1 200 housing allowance across the board for the categories who currently enjoy the allowance as follows:

- ❑ Enrolment of employees in January 2016,
  - ❑ Annual adjustment of the allowance by CPI from 1<sup>st</sup> of July 2017.
- Introduction of a savings facility for employees who do not own houses as we as new employees who shall receive the R900 and have the difference saved in the scheme under conditions that are detailed in the draft agreement amongst other things.

A settlement agreement for the Artisans was signed in February this year and the focus was on all those members who initially were employed as

Correctional Officers. These members were given a choice to remain as Artisans or migrate to an OSD centre based arrangement. Those who choose to migrate to OSD centre based and did not receive a R7 500.00, were automatically compensated as such.

### **Department of Traffic**

Traffic is a policing function and should be regarded as such. We took a resolution in this regard that this component should be nationalised to ensure that its operations are fabulously aligned and reorganised to the anticipated direction. We have engaged the Minister of Transport in this regard and we are on the same wave-length to move towards nationalising Traffic policing.

In 2013 we took action against the failure of South Africa Police Service to abide by the 2012 collective agreement concluded at the Safety and Security Sectoral Bargaining Council to address the plight of personnel in SAPS who are employed under the Public Service Act. I am happy to hear stating that through POOCRU's action, 90% of our members' levels were upgraded. Finalisation of the rest of the other categories is currently underway in the SSSBC.

### **In Conclusion**

As POPCRU members, we remain committed to working closely and with commitment to the community, including any other progressive minded

sections of the public. We seek to build a safer environment which will protect and serve the interest of all South Africans.

For as long as there is poverty and inequality, we shall continue fighting for social justice. For as long as there are children who cannot access free, quality education the struggle shall continue. For as long as women suffer under the yoke of gender oppression, racism and capitalist exploitation, we shall fight relentlessly. For as long as there is a worker without decent job and a living wage, Aluta Continua.

As we commence with the business of this congress, each and every one of us here, must vow to make POPCRU more stronger when we leave, than it was when we started. Thousands of our membership have their hopes on this gathering, in order to improve their working conditions and contribute in transformation of their work places. We dare not fail them.

I want to end by inviting the delegates and guests to deliberate robustly the Secretariat report, the four discussion documents to be introduced by the General Secretary and Financial report which will be presented by the National Treasurer. In this hour, the 8<sup>th</sup> National Congress is accordingly declared officially opened.

Amandla!!!!!!!!!!!!!!

Delivered by:  
**ZIZAMELE CEBEKHULU**  
President



