

## BRIEFINGS

seem like the resolution committee is given too many powers in that the resolutions are seemingly debated in a committee setting and only compromises are recommended to congress for acceptance. This proved to be clearly frustrating particularly for unions like NUM where thorough debate and discussions precede a decision that is taken by congress on any issue.

"A number of the delegates on NUM's side felt that there was a need to start changing the traditions and practices of the MIF if unions from developing countries where miners are still waging important struggles against oppression and exploitation are to benefit. This evaluation seemed to have the support not only of the NUM delegates but delegates from countries such as Latin American and African countries.

"Finally, it became apparent during the proceedings of the congress that our delegation had not prepared as much as it should have and had it done so, it would have made its interventions in a much more effective way than it did. This however does not mean that the NUM delegation did not prove themselves to be members of a progressive and militant union in terms of the clarity of their views and forcefulness with which they made interventions at the congress.

"International congresses such as this one are clearly extremely important in forging solidarity amongst miners world wide and also forming important contacts. This proved to be true when some members of our dele-

gation met sometime with comrades from Peru, Colombia and Guiana and discovered that the struggle they are waging in their countries are no different from the struggle we are prosecuting in this country. The Peruvian Miners took the opportunity to express their deepest gratitude to the NUM for having made a solidarity grant of \$10,000 to them during their strike in 1988. [See article on Peru on p 114]

In typical tradition and fashion, the NUM delegates once again proved their dominance of congress proceeding by rising as the President closed the congress to sing the South African national anthem (Nkosi Sikeleli Afrika), at which all delegates at the congress rose to join in even if some of them could not sing or follow the words. What is significant is that they all raised their fists in the way that miners and workers in this country do and thus the congress ended on that high revolutionary note." ☆

## **CCAWUSA organises in the food retail trade**

*By CCAWUSA*

**F**ast food outlets represent the fastest growing sector in the South African economy. Their growth rate has been estimated at between 15 and 20% a

year.

Recent market research figures show that there are more than 8,000 outlets around South Africa, with a total annual turnover in excess of R1,080 million. These outlets serve more than 630 meals annually.

The general consensus is that the fast food and restaurant business is still in its infancy. The major actors in this area are Interleisure and Anglovaal Industries, who are engaged in a race to capture the multi-million rand food retail market. Both have acquired a substantial number of chains.

Up till recently, this area remained virtually unorganised by trade unions. However, CCAWUSA is becoming firmly established in all the major food groups, having signed recognition agreements with a number of companies. The union expects to grow rapidly in the food retail trade.

In 1988, CCAWUSA signed a recognition agreement with Interfare (Pty) Ltd, which is part of the giant Interleisure Group. Included in the Interleisure Group are Squires Loft, Mikes Kitchen, Longhorn, R.J.'s, Combined Caterers, Captain Dorego, Squires Village, Porterhouse, Grillo's and Ster-Kinekor.

Interleisure is 81% owned by Satbel Holdings, which in turn is 50% owned by Federale Volksbeleggings Beperk and 50% by Kersaf. Kersaf also owns a 79% share of Sun International. Federale's controlling shareholder is Sanlam.

This is the first major recognition agreement with an Interleisure company, and is setting an important

precedent within the Group.

Last year, CCAWUSA also signed a recognition agreement with Juicy Lucy Supplies (Pty) Ltd, which is a division of Pleasure Foods Ltd. The holding company of Pleasure Foods is Avbak Food Holdings Ltd., and its ultimate holding company is Anglovaal Holdings Ltd. Pleasure Food is the leading branded food service group in South Africa. The group owns and operates franchise agreements for Juicy Lucy, Wimpy, Milky Lane, Golden Egg, Golden Grill, BJ's Pantry and Pizza Hut. As at December 1988, Pleasure Foods operated 381 outlets.

A number of recognition agreements have been signed with the Fedics Group, which is South Africa's largest catering organisation, specialising in contract catering to offices, factories, institutions and airlines. Recognition agreements have been negotiated with the Airport Services division and the Food Services division. Federale Volksbeleggings and Imperial Cold Storage each hold 47% of Fedics shares.

Several years of painstaking negotiations have gone into these recognitions agreements. The results, in the view of the union, are strong agreements which are well suited to the fluid situation in which the labour movement finds itself. Important aspects of all the agreements are the dispute procedures, which operate independently of the Labour Relations Act. These procedures took a considerable amount of hard bargaining to achieve, but are considered vital under prevailing conditions. ☆