

Collective Bargaining Agreement: Food and Allied Industries
(Food Processing Sub-sector)

IT is hereby notified, in terms of section 80 of the Labour Act [*Chapter 28:01*], that the Minister has approved the publication of the Collective Bargaining Agreement set out in the Schedule which amends the agreement published in Statutory Instrument 34 of 2012.

The agreement has been registered in terms of section 79 of the said Act.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR FOOD AND
ALLIED INDUSTRIES (FOOD PROCESSING SUB-SECTOR)
COLLECTIVE BARGAINING AGREEMENT: FOOD AND
ALLIED INDUSTRIES (FOOD PROCESSING SUB-SECTOR)

Made and entered in accordance with the Labour Act [*Chapter 28:01*], as amended from time to time between the Food Processing Employers Association (hereinafter referred to as the “employers”), of the one part, and the Food Processing Workers Union and Food Manufacturing, Processing and Handling Workers Union (referred to as the “employees”), of the other part, being parties to the National Employment Council for the Food and Allied Industries (Food Processing Sub-sector).

The Collective Bargaining Agreement for the Food and Allied Industries (Food Processing Sub-sector), published in Statutory Instrument 34 of 2012, is amended by the parties as follows:

The Food Processing Employers Association, the Food Processing Workers Union and Food Manufacturing, Processing and Handling Workers Union met on the 5th of August, 2021. The parties agreed to increase the minimum and actual wages for the period 1st of April, 2021 to 30th of June, 2021, as follows:

- (i) a 16.399344% increase on minimums and actuals for April to June, 2021;
- (ii) an increase on housing allowance from ZWL\$2 567,25 to ZWL\$3 045,00, per month for the period April to June, 2021;

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- (iii) an increase on transport allowance from ZWL\$1 840,00 to ZWL\$2 100,00, per month for the period April to June 2021;
- (iv) an increase on night shift allowance from ZWL\$125 to ZWL\$200, per night shift;
- (v) to apportion subsistence allowance which is pegged at 20% of the industry minimum in line with Statutory Instrument 34 of 2012, section 15(b) as follows—
 - (a) Accommodation—ZWL\$2 313,53;
 - (b) Dinner—ZWL\$462,36;
 - (c) Lunch—ZWL\$462,36;
 - (d) Breakfast—ZWL\$191,73.

| Grade | Minimum wage January–February 2021 (ZWL \$) | Minimum wage March 2021 (ZWL \$) | Minimum wage April – June 2021 (ZWL \$) |
|-------|--|--|---|
| 1 | \$14 669,98 | \$14 733,76 | \$17 150,00 |
| 2 | \$14 991,27 | \$15 056,45 | \$17 525,61 |
| 3 | \$15 329,05 | \$15 395,70 | \$17 920,49 |
| 4 | \$15 783,61 | \$15 852,24 | \$18 451,90 |
| 5 | \$16 294,10 | \$16 364,94 | \$19 048,68 |
| 6 | \$16 765,28 | \$16 838,17 | \$19 599,52 |
| 7 | \$17 649,64 | \$17 726,37 | \$20 633,38 |
| 8 | \$18 718,55 | \$18 799,94 | \$21 883,01 |
| 9 | \$20 075,07 | \$20 162,35 | \$23 468,84 |
| 10 | \$21 690,78 | \$21 785,09 | \$25 357,70 |
| 11 | \$23 646,43 | \$23 749,24 | \$27 643,96 |

Signed at Harare this 6th day of August, 2021.

K. MANGOZHO CHIKWANHA,
Employers' Association.

E. MUGANHIRI,
Trade Union.

V. MUTEEDZI,
Employers' Association.

A. MUGWAGWA,
Trade Union.

G. MADYIKE,
Employers' Association.

M. SHANGA,
Trade Union.

S. MUVIMI,
Employers' Association.

M. NENDUVA,
Trade Union.

T. MAKANGIRA,
Employers' Association.

C. MLAMBO,
Trade Union.

F. MUTOREDZANWA,
Trade Union.

T. MAKAMURE,
Chairperson.

