

Collective Bargaining Agreement: Food and Allied Industries
(Milling 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 41 of 1998.

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

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE FOOD AND ALLIED INDUSTRIES (MILLING SUB-SECTOR)

COLLECTIVE BARGAINING AGREEMENT: FOOD AND ALLIED INDUSTRIES (MILLING SUB-SECTOR)

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

The Collective Bargaining Agreement for the Food and Allied Industries (Milling Sub-sector), published in Statutory Instrument 41 of 1998, is amended by the parties as follows:

The Grain Millers Association of Zimbabwe and the Milling Industry Workers Union representatives met in February, 2021, and agreed on the following arbitration award—

- (a) the minimum wage for grades A1 to C2 shall be increased by 49.88% for the period 1st October, 2020, to 31st December, 2020;
- (b) the actual wage of every employee in grades A1 to C2 shall be increased by 49.88% for the period 1st October, 2020, to 31st December, 2020;
- (c) the housing allowance shall be increased by 13.86% from \$1 443,00, to \$1 643,00, per month for the period 1st October, 2020, to 31st December, 2020;

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S.I. 168 of 2021

(d) the transport allowance shall be increased by 16.84% from \$1 305,20, to \$1 525,00, per month, for the period 1st October, 2020, to 31st December, 2020.

New industrial minimum wages and allowances for the period 1st October, 2020, to 30th December, 2020, in ZWL\$.

Grade	July 2019 to Sept 2019	Oct 2019 to Dec 2019	Jan 2020 to March 2020	April 2020 to June 2020	July 2020 to Sept 2020	Oct 2020 to Dec 2020
A1	625	1 188	2 200	3 740	8 333	12 490
A2	660	1 254	2 320	3 944	8 787	13 170
A3	686	1 303	2 411	4 099	9 133	13 689
B1	781	1 484	2 745	4 667	10 398	15 585
B2	823	1 564	2 893	4 918	10 957	16 422
B3	860	1 634	3 023	5 139	11 450	17 161
B4	897	1 704	3 152	5 358	11 938	17 893
C1	986	1 873	3 465	5 891	13 125	19 672
C2	1 032	1 961	3 628	6 168	13 742	20 597

Housing allowance

Housing allowance shall be paid at a rate of \$1 643,00, per employee, per month, for the period 1st October, 2020, to 31st December, 2020.

Transport allowance

Transport allowance shall be paid at a rate of \$1 525,00, per employee, per month, for the period 1st October, 2020, to 31st December, 2020.

Thus agreed and signed at Harare in this month of February, 2021.

M. M. SHUMBA

P. CHIPONDA

E. RUBENI

E. RUSERE

R. NYANDORO

P. MUGABE

A. CHIWARE

Y. ELIAS

C. REGO