

Collective Bargaining Agreement: Food and Allied Industries
(Sweets and Confectionery 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 340 of 1999.

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

SCHEDULE

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

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

Made and entered into in accordance with the provisions of the Labour Act, between the Zimbabwe Sweets and Confectionery Employers Association (hereinafter referred to as “employers”), of the one part, and the Sweets Makers and Confectionery Workers Union (hereinafter referred to as “employees”), of the other part, being parties to the National Employment Council: Food and Allied Industries (Sweets and Confectionery Sub-sector).

The Collective Bargaining Agreement for the Food and Allied Industries (Sweets and Confectionery Sub-sector), 1999, published in Statutory Instrument 340 of 1999, is amended by the parties as follows—

Zimbabwe Sweets and Confectionery Employers Association and the Sweets Makers and Confectionery Workers Union met on the 4th of October, 2019, and agreed to increase the basic wage, housing allowance and transport allowance for the Sweets and Confectionery Industry Sub-sector for the period of 1st August, 2019 to 31st October, 2019 as follows—

**Collective Bargaining Agreement: Food and Allied Industries
(Sweets and Confectionery Sub-sector)**

A 158.184% increase on minimums and actual for grades A1 to C2.

- ❖ Housing allowance increased from RTGS\$83,00 to RTGS\$150,00 per month for grades A1 to C5.
- ❖ Transport allowance increased from RTGS\$88,00 to RTGS\$150,00 per month for grades A1 to C5.

The increase shall apply provided that Cost of Living Adjustment (COLA) awarded by the employer in-house covering the period 1st August, 2019 to 31st October, 2019, is to be off-set against the increase hereby awarded, and where COLA awarded is less than 158.18% such increment shall apply and there shall be no further increase on minimum and actual.

- ❖ Subsistence allowance increased from RTGS\$50,00, to RTGS\$240,00 per day broken down as follows—
 - Accommodation \$150,00
 - Breakfast \$20,00
 - Lunch \$30,00
 - Dinner \$40,00
- ❖ Night allowance increased from ZWL\$3,00 to ZWL\$15,00 per night for grades A1 to C2.

The new minimum and allowances for grades A1 to C2 are as follows:

Grade	Basic Wage ZWL\$	Housing Allowance ZWL\$	Transport Allowance ZWL\$	Total ZWL\$
A1	900,00	150,00	150,00	1 200,00
A2	921,30	150,00	150,00	1,221,30
A3	942,55	150,00	150,00	1,242,55
B1	963,90	150,00	150,00	1,263,90
B2	985,20	150,00	150,00	1,285,20
B3	1,006,45	150,00	150,00	1,306,45
B4	1,027,80	150,00	150,00	1,327,80
B5	1,049,05	150,00	150,00	1,349,05
C1	1,070,43	150,00	150,00	1,370,43
C2	1,091,71	150,00	150,00	1,391,71

NB: Where the employer provides physical transport to his or her employees, those employees shall not be entitled to transport allowance.

Signed at Harare on the 4th day of October, 2019.

O. MANHOMBO,
Employers' Association.

R. GURIRA,
Trade Union.

J. PSILLOS,
Employers' Association.

S. MATSVIMBO,
Trade Union.

M. KULUNGUTA,
Employers' Association.

S. CHIKONDO,
Trade Union.

L. RUWENDE,
Employers' Association.

S. SIBANDA,
Trade Union.

C. DANGIRWA,
Trade Union.

M. MUGUTI,
Trade Union,

M. MPANGO,
General Secretary,
National Employment Council for Food and Allied Industries.

