

Collective Bargaining Agreement: Ferro Alloy Industry in
Zimbabwe

IT is hereby notified that the Minister of Public Service, Labour and Social Welfare has, in terms of section 80 of the Labour Act [*Chapter 28:01*], approved the publication of the Collective Bargaining Agreement set out in the Schedule. This agreement was registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR FERRO ALLOY INDUSTRY
IN ZIMBABWE

COLLECTIVE BARGAINING AGREEMENT: FERRO ALLOY
INDUSTRY IN ZIMBABWE

Made and entered into in accordance with the provisions of the Labour Act [*Chapter 28:01*], between the Ferro Alloy Industry Employers' Association (the "employers' association"), of the one part, and the National Union of Metal and Allied Industries in Zimbabwe (the "trade union"), of the other part, being parties to the National Employment Council for the Ferro Alloy Industry in Zimbabwe.

Notwithstanding the date of signature or publication hereof, this agreement shall be deemed to have come into operation on the 1st of January, 2021, and replaces the August 2019 to December 2020 agreement.

**WAGES INCREASE COVERING 1st JANUARY, 2021 TO 30th JUNE,
2021**

NEC grade	NEC grade minimums 1st of July, 2020 to 31st of December, 2020	NEC grade minimums 1st of January, 2021 to 30th of June, 2021
	USD	USD
1	115,00	170,00
2	115,00	170,00
3	120,44	178,04
4	124,20	183,60
5	132,14	195,35
6	140,09	207,09
7	145,53	215,13
8	153,05	226,25

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9	162,67	240,47
10	181,49	268,29
11	194,87	288,07
12	227,91	336,91
13	281,85	416,66
14	296,49	438,29
15	311,13	459,93
16	354,62	524,22

Explanatory Notes:

1. To increase the current (December 2020) wage minimums by 47.827% for the period 1st of January, 2021 to 30th of June, 2021 for employees in Ferro Alloy Grades 1–16.
2. To negotiate in US dollars and pay in equivalent Zimbabwean dollars (ZWL) per applicable Reserve Bank of Zimbabwe (RBZ) auction rates prevailing on the day of payment of the wages for the period 1st January, 2021 to 30th of June, 2021. To peg the minimum for the industry at US\$170,00, for the period 1st of January, 2021 up to 30th of June, 2021. Apply the same percentage increase across Ferro Alloy Grades 1–16.
3. Member companies with more favourable locally arranged conditions of employment are encouraged to maintain the same good conditions of employment. Members who are able to pay wages in US dollars are encouraged to do so.
4. Employers to make sure that the following deductions are implemented:
 - (a) NEC dues at two percent (2%) of each employee’s grade minimum with the employer party also remitting 2% of each employee’s grade minimum.
 - (b) NUMAIZ subscriptions for the trade union members shall be two percent (2%) of an employee’s basic salary.
5. Parties to the NEC to reconvene within the life of this agreement for wages negotiations should the economic situation continue to deteriorate.

Declaration

The employers’ association and the trade union, having arrived at the agreement set forth herein, the undersigned hereby declare that

the foregoing is the agreement arrived at, and affix their signatures hereto.

Signed at Kwekwe on the 28th day of January, 2021.

G. SHAMBARE,
NEC Chairman.

M. DZINOREVA,
Employers Association Representative.

A. NYASHANU,
Trade Union Representative.

F. MAGOMANA,
General Secretary.

