

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

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IT is hereby notified, in terms of section 80(1) of the Labour Act [*Chapter 28:01*], that the Minister of Public Service, Labour and Social Welfare has approved the publication of the collective bargaining agreement published in Statutory Instrument 26 of 2012.

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

SCHEDULE

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

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

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

The Collective Bargaining Agreement for the Food and Allied Industries (Brewing and Distilling Sub-sector), published in Statutory Instrument 26 of 2012, is amended by the parties as follows:

Following the Arbitral Award dated 11th October, 2021, the Brewing and Distilling Employers Association and the Brewing and Distilling Workers Union met on 13th October, 2021, and agreed to ratify the award for July to September 2021 as follows:

- ❖ 25.7105% increase on minimum wage from \$ZWL19 091,40 to \$ZWL24 000,00
- ❖ 2.56411% increase on housing allowance from \$ZWL1 950,00 to \$ZWL2 000,00

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- ❖ 274.2691% increase on transport allowance from \$ZWL1 710,00 to \$ZWL6 400,00
- ❖ 13.00561% increase on subsistence allowance from \$ZWL1 935,00 to \$ZWL2 186,66

A 5% grade differential has been applied on the basic wage.

Grade	Basic		Housing		Total	
	April–Jun 2021	July–Sept 2021	April–Jun 2021	July–Sept 2021	April–Jun 2021	July–Sept 2021
1	19 091,40	24 000,00	1 950,00	2 000,00	22 751,40	27 200,00
2	19 950,52	25 080,01	1 950,00	2 000,00	23 611,52	28 460,00
3	20 848,30	26 208,62	1 950,00	2 000,00	24 508,30	29 783,00
4	21 786,46	27 387,99	1 950,00	2 000,00	25 446,46	31 172,15
5	22 766,87	28 620,47	1 950,00	2 000,00	26 426,87	32 630,76
6	23 791,37	29 908,38	1 950,00	2 000,00	27 451,37	34 162,30
7	24 861,99	31 254,27	1 950,00	2 000,00	28 521,99	35 770,41
8	25 980,77	32 660,70	1 950,00	2 000,00	29 640,77	35 770,41
9	27 149,91	34 130,44	1 950,00	2 000,00	30 809,91	37 458,93

Increases on actuals for the same period have been left to be dealt with by individual companies. Where the company provides transport and physical housing, the transport and housing allowances will not apply.

*Declaration*

Signed at Harare this 13th day of October, 2021.

K. MUNDA—Employers Chairman,  
Employer representative.

B. WARINDA,  
Employer representative.

L. CHIROMBO,  
Employer representative.

D. MOYO,  
Employer representative.

A. MUTERO—General Secretary,  
Trade Union representative.

B. LUNGA,  
Trade Union representative.

L. CHIPFURWE,  
Trade Union representative.

P. CHAKABUDA,  
Trade Union representative.

I. NDLOVU,  
Trade Union representative..

M. MUTEMA,  
Trade Union representative.

T. ZIMONDI,  
(Chairman).

