

Collective Bargaining Agreement: Engineering and Iron
and Steel Industry

IT is hereby notified that the Minister of Public Service, Labour and Social Welfare has, in terms of section 80(1) of the Labour Act [*Chapter 28:01*], published the Collective Bargaining Agreement as 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 THE
ENGINEERING AND IRON AND STEEL INDUSTRY
COLLECTIVE BARGAINING AGREEMENT: GENERAL
ENGINEERING AND IRON AND STEEL SECTION
(SKILLED WORKER AND GRADED JOB CATEGORIES OF
EMPLOYEES)

This further agreement has been made and entered in accordance with the provisions of the Labour Act [*Chapter 28:01*], between the Engineering, Iron and Steel Association of Zimbabwe (hereinafter referred to as “the employers” or “the employers’ organisation”), of the one part, and the National Engineering Workers’ Union, General Engineering Metal Iron Steel and Allied Workers Union of Zimbabwe, Progressive Engineering, Metal Trade and Allied Workers Union of Zimbabwe (hereinafter referred to as “the employees” or “the trade union”), of the other part, being parties to the National Employment Council for the Engineering and Iron and Steel Industry, to amend the consolidated principal Collective Bargaining Agreement: General Engineering and Iron and Steel Section (Skilled Worker and Graded Job Categories of Employees).

1. This further agreement shall come into operation on the date of registration of this agreement.
2. The principal agreement is amended by the addition of Annexure F as follows:
 - (a) No employer shall employ any person in any position who is under the age of sixteen (16) years—

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- (i) as an apprentice;
- (ii) other than an apprentice to perform any work in an undertaking;
- (b) No employer shall employ any person below the age of eighteen (18)—
 - (i) to perform hazardous work;
 - (ii) to perform work in an undertaking other than as an apprentice or in conjunction with training at a vocational or technical training school;
- (c) No employer shall cause any person under the age of eighteen (18) to perform the following work—
 - (i) any work which is likely to jeopardize or interfere with the education of the child or young person;
 - (ii) any work involving contact with any hazardous substance, article or process;
 - (iii) any work involving underground mining;
 - (iv) any work that exposes a child to electrically powered tools, cutting or grinding blades;
 - (v) any work that exposes a child to excess heat, cold, noise or whole-body vibration;
 - (vi) any night shifts.

3A. The following activities shall be regarded as child labour and no employer shall engage or cause a child to perform any of the activities tabulated in Table 1:

Table 1

Hazardous Activities/Tasks	Hazard	Risk
The production of iron and steel from ore or scrap, in the form of ingots, blooms or billets;	<ul style="list-style-type: none"> • Smelting done under very high temperatures • Use of sharp objects • Involves night/shift work 	<ul style="list-style-type: none"> • Burns from hot surfaces and equipment • Injury

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Hazardous Activities/Tasks	Hazard	Risk
The conversion of steel ingots, blooms or billets to rolled sections, plates or sheets;	<ul style="list-style-type: none"> • Extremely high temperatures • Use of heavy machinery • Use of flammable substances • Use of gas cutters • Noise from machines • Use of hot steel 	<ul style="list-style-type: none"> • Induced hearing loss due to noise • Fire explosion.
The production of non-ferrous metals or their alloys, excluding ferro-chrome and precious metals;	<ul style="list-style-type: none"> • Radiation of heat (spread of carbon particles) • Use of heavy machinery • Involves contact with hazardous chemicals 	<ul style="list-style-type: none"> • Respiratory infections
The fabrication, assembly or erection of ornamental or other metal work or structural steelwork, including the preparation or fixing of steel reinforcements to any building or civil structure	<ul style="list-style-type: none"> • Use of gases • Heavy lifting of steel • Working on heights • Overhead cranes • Suspended loads 	<ul style="list-style-type: none"> • Accidents when suspended loads fall • Back pain caused by lifting heavy steel
The manufacture, fabrication, erection or assembly, maintenance, alteration, replacement, repair or reconditioning of any mechanical, hydraulic or pneumatic equipment, electrical machine or appliance, electrical and electronic equipment, carbon components, including domestic appliances, solar heating or energy systems or any component thereof;	<ul style="list-style-type: none"> • Require maximum concentration • Exposure to very high temperatures • Use of heavy machinery • Use of vibration machinery (drills and jackhammers) • Heat radiation • Attending to electrical faults • Night work; machinery run 24hours • Servicing machinery underground at mines. 	<ul style="list-style-type: none"> • Injury due to poor concentration • Electrical shocks

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Hazardous Activities/Tasks	Hazard	Risk
The manufacture, building or assembly or alteration, repair or reconditioning of any boat or vehicle other than aircraft or wheeled motor-vehicles, and of bodies for vehicle-chassis of passenger, goods or bulk carriers, of springs and exhaust systems,	<ul style="list-style-type: none"> • Use of heavy machinery • Spray painting; • Jobs at times performed in water (boats) • Use of dangerous chemicals 	<ul style="list-style-type: none"> • Respiratory infections • Drowning • Electric shocks
Electroplating	<ul style="list-style-type: none"> • Handling of hazardous chemicals • Skin contact with chemicals (acid alkalis) 	<ul style="list-style-type: none"> • Can cause burns skin irritations and cancer
The manufacture of goods from iron or steel or non-ferrous metals or one of their alloys	<ul style="list-style-type: none"> • Use of gas cutters • Use of heavy machinery • Use of sharp objects (cutting blades) • High temperatures • Night work • Exposure to harmful chemicals 	<ul style="list-style-type: none"> • Gas cylinder explosion • Injury
Manufacture of fencing equipment, gates, burglar bars and grilles; playground equipment, ladders and step-ladders, safes, filing cabinets, clothing lockers, cupboards, shelving, desks, chairs, footstools, door frames, windows, tank stands	<ul style="list-style-type: none"> • Use of grinders • Use of sharp objects • Handling of hazardous chemicals • Spray painting 	<ul style="list-style-type: none"> • Respiratory infections • Injury
Production of wire and wire products, including cables	<ul style="list-style-type: none"> • Longer concentration span • Use of sharp objects 	<ul style="list-style-type: none"> • Injury due to fatigue
Manufacture of pipes, tubes and their fittings	<ul style="list-style-type: none"> • Use of gas cutters • Use of cutting blades 	<ul style="list-style-type: none"> • Gas explosion
Manufacture of bicycle frames, components and accessories	<ul style="list-style-type: none"> • Spray painting • Welding • Grinding 	<ul style="list-style-type: none"> • Respiratory infections

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Hazardous Activities/Tasks	Hazard	Risk
The recovery and processing of scrap metal	<ul style="list-style-type: none">• Use of sharp objects• High temperatures• Use of flammable substances	<ul style="list-style-type: none">• Burns• Explosion
The manufacture, repair, reconditioning, servicing and installation of domestic appliances.	<ul style="list-style-type: none">• Use of electricity• Use of gases	<ul style="list-style-type: none">• Electric shock• Gas explosion

Signed at Harare on this 12th day of July 2022.

F. C. DUBE,
Chairman of Council.

B. MUNATSI,
President, E.I.S.A.Z.

T. C. NYAMATORE,
General Secretary of Council.

R. MOYO,
President, NEWU.

M. KANDA,
President, P.E.M.T.A.W.U. Z.

Z. MHERE,
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