

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 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 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: —

The Brewing and Distilling Employers Association and the Brewing and Distilling Workers Union met on 11th May, 2022, and agreed to increase wages and allowances for January to March, 2022, as follows: —

- (a) Minimum wage — 43.333% increase from \$ZWL30 000,00 to \$ZWL43 000,00;
- (b) Housing allowance — 165% increase from \$ZWL3 400,00 to \$ZWL9 000,00;
- (c) Subsistence allowance — 235% increase from \$ZWL3 280,00 to \$ZWL11 000,00;

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(d) Transport allowance remains the same as at June, 2021 (awaiting conclusion of court processes).

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

Grade	Basic		Transport		Housing		Total	
	Oct-Dec 2021	Jan-Mar 2022	Oct-Dec 2021	Jan-Mar 2022	Oct-Dec 2021	Jan-Mar 2022	Oct-Dec 2021	Jan-Mar 2022
1	30 000,00	43 000,00	1 710,00	1 710,00	3 400,00	9 000,00	35 110,00	53 710,00
2	31 500,00	45 150,00	1 710,00	1 710,00	3 400,00	9 000,00	36 610,00	55 860,00
3	33 075,00	47 407,00	1 710,00	1 710,00	3 400,00	9 000,00	38 185,00	58 117,00
4	34 728,75	49 778,00	1 710,00	1 710,00	3 400,00	9 000,00	39 838,75	60 488,00
5	36 465,19	52 267,00	1 710,00	1 710,00	3 400,00	9 000,00	41 575,19	62 977,00
6	38 288,45	54 880,00	1 710,00	1 710,00	3 400,00	9 000,00	43 398,45	65 590,00
7	40 202,87	57 624,00	1 710,00	1 710,00	3 400,00	9 000,00	45 312,87	68 334,00
8	42 213,02	60 505,00	1 710,00	1 710,00	3 400,00	9 000,00	47 323,02	71 215,00
9	44 323,67	63 530,00	1 710,00	1 710,00	3 400,00	9 000,00	49 433,67	74 240,00

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

*Declaration*

Signed at Harare on this 11th day of May, 2022.

**Employer representatives**

K. MUNDA,  
Employers Chairman.

B. WARINDA

**Trade Union representatives**

A. MUTERO,  
General Secretary.

B. LUNGA

L. CHIROMBO

L. CHIPFURWE

D. MOYO

A. NCUBE

B. TARUVINGA

