

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—

Following the arbitral award dated 14th September, 2022, the Brewing and Distilling Employers Association and the Brewing and Distilling Workers Union met on 22nd September, 2022, and agreed to ratify the award for April to June, 2022, as follows:

- Minimum wage—90,3670233% increase from ZWL\$43 000,00 to ZWL\$81 857,82.
- Housing allowance—from ZWL\$9 000,00 to ZWL\$17 350,36.
- Transport allowance— from ZWL\$1 710,00 to 18 000,00

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- Subsistence allowance—from ZWL\$11 000,00 to ZWL\$16 8333,00 for June, 2022.

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

Grade	Basic		Transport		Housing		Total	
	Jan-March 2022	April-June 2022	Jan-March 2022	April-June 2022	Jan-March 2022	April-June 2022	Jan-March 2022	April-June 2022
1	43 000,00	81 857,82	8 750,00	18 000,00	9 000,00	17 350,36	60 750,00	117 208,18
2	45 150,00	85 950,71	8 750,00	18 000,00	9 000,00	17 350,36	62 900,00	121 301,07
3	47 407,50	90 247,29	8 750,00	18 000,00	9 000,00	17 350,36	65 157,50	125 597,65
4	49 777,88	94 760,90	8 750,00	18 000,00	9 000,00	17 350,36	67 527,88	130 111,26
5	52 266,77	99 499,13	8 750,00	18 000,00	9 000,00	17 350,36	70 016,77	134 849,49
6	54 880,11	104 473,42	8 750,00	18 000,00	9 000,00	17 350,36	72 630,11	139 823,78
7	57 624,11	109 697,09	8 750,00	18 000,00	9 000,00	17 350,36	75 374,11	145 047,45
8	60 505,32	115 181,57	8 750,00	18 000,00	9 000,00	17 350,36	78 255,32	150 531,93
9	63 530,58	120 940,17	8 750,00	18 000,00	9 000,00	17 350,36	81 280,58	156 290,53

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 22nd day of September, 2022.

**Employer Representatives**

**Trade Union Representatives**

X. DINGANI,  
Employers Chairperson.

A. MUTERO,  
General Secretary.

B. WARINDA

B. LUNGA

A. MUBAIWA

L. CHIPFURWE

D. MOYO

A. NCUBE

B. TARUVINGA

T. RATOHWA

T. ZIMONDI, (Chairman).

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*Supplement to the Zimbabwean Government Gazette dated the 15th March, 2024.  
Printed by the Government Printer, Harare.*