

Collective Bargaining Agreement: Ferro-Alloy Industry in
Zimbabwe

IT is hereby notified that the Collective Bargaining Agreement set out in the Schedule, which further amends the agreement published in Statutory Instrument 76 of 2017, has been registered in terms of section 79 of the Labour Act [*Chapter 28:01*]:—

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE 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*] (hereinafter referred to as “the Act”) as amended, between the Ferro-Alloy Industry Employers’ Association (herein referred to as “the employers” or “employers organisation”), of the one part, and the National Union of Metal and Allied Industries in Zimbabwe (hereinafter referred to as “the employees” or “the trade union”), of the other part, being parties to the National Employment Council for the Ferro-Alloy Industry in Zimbabwe.

The Collective Bargaining Agreement for the Ferro-Alloy Industry in Zimbabwe (herein after referred to as the Principal Collective Bargaining Agreement), published in Statutory Instrument 76 of 2017, is amended by parties as follows—

- (a) section 3 (“Interpretation”) of the Principal Collective Bargaining Agreement is amended by insertion of the following—

“child” means any young person who has not yet attained the legal age of majority being eighteen (18) years;

“child Labour” refers to work that deprives young persons of their childhood and dignity, compromises their educational development or forces the children to drop out of school prematurely, or requires them to combine school attendance with excessively long and heavy workloads that is in violation of the country’s minimum

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age regulations, and the work being mentally, physically, socially, or morally dangerous and harmful to the well-being of the children;

“worst forms of child labour” means extreme forms of child labour which involves child slavery, exposure to serious hazards and illnesses and or leaving children to fend for themselves on the streets at a very tender age;

“hazardous work” means any type of employment or work which by its nature or the circumstances in which it is carried out is likely to jeopardise education, health, safety, or morals;

“light work” means work, which is not likely to jeopardise the education, health, safety, rest or the social, physical or mental development of a child.

- (b) section 22 (“Contract and Notice”) of the Principal Collective Bargaining Agreement is amended by the insertion of subsection (j) on “Employment of young persons” as follows—
- (i) no employer shall employ any person in any position who is under the age of sixteen (16) years—
 - (a) as an apprentice;
 - (b) other than an apprentice to perform any work in an undertaking;
 - (ii) no employer shall employ any person below the age of eighteen (18)—
 - (a) to perform hazardous work;
 - (b) to perform work in an undertaking other than as an apprentice or in conjunction with training at a vocational or technical training school;
 - (iii) no employer shall cause any person under the age of eighteen (18) to perform the following work—
 - (a) any work which is likely to jeopardise or interfere with the education of the child or young person;

- (b) any work involving contact with any hazardous substance, article or process;
- (c) any work involving underground/surface mining;
- (d) any work that exposes a child to electrically powered tools, fuel powered tools cutting or grinding blades;
- (e) any work that exposes a child to excess heat, cold, noise or whole-body vibration;
- (f) any night shifts;
- (iv) 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:

List of hazardous work in the Ferro-Alloy Industry

Hazard	Risk
Confined spaces in the plant	Injuries
Moving trucks and machinery	Accidents
Manual offloading of overweighed trucks or loaders on the weighbridge	Injuries
Oil spills from trucks and loaders	Slides, slips, falls, Ignition and fire
Acid fumes	Lung inflammation
Heat and Cold	Colds and fever
Water ponds	Drowning
Snakes	Snake bites
Material falling from trucks and conveyer belts	Injuries
Noise; During tipping and loading of raw materials and during crushing	Hearing loss
Furnace eruptions	Fatalities and burns
Dust	Respiratory diseases for instance pneumoconiosis
Working at heights	Falling

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Signed at Kwekwe on this 14th of July, 2022.

A. NYASHANU,
Trade Union.

M. DZINOREVA,
Employers Association.

G. SHAMBARE,
Chairman, NEC Ferro-Alloy Industry in Zimbabwe.

P. CHACHOKA,
General Secretary of the National Employment Council
for the Ferro-Alloy Industry in Zimbabwe.