

Collective Bargaining Agreement: Food and Allied Industries  
(Milling 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 41 of 1998.

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

SCHEDULE

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

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

Made and entered into in accordance with the Labour Act [*Chapter 28:01*], as amended from time to time between the Grain Millers Association of Zimbabwe (hereinafter referred to as the “employers”), of the one part, and the Milling Industry Workers Union (hereinafter referred to as the “employees”), of the other part, being parties to the National Employment Council: Food and Allied Industries (Milling Industry Sub-sector).

The Collective Bargaining Agreement for the Food and Allied Industries (Milling Sub-sector), published in Statutory Instrument 41 of 1998, is amended by the parties as follows:

The Grain Millers Association of Zimbabwe and the Milling Industry Workers Union met on 21st October, 2020, and agreed on the following arbitration award—

- (a) the minimum wage for grades A1 to C2 shall be increased by 122.8% for the period 1st July, 2020, to 30th September, 2020;
- (b) the actual wage of every employee in grades A1 to C2 shall be increased by 122.8% for the period 1st July, 2020, to 30th September, 2020;
- (c) the housing allowance shall be increased by 80.6% from \$799,00, to \$1 443,00, per month, for the period 1st July, 2020, to 30th September, 2020;

(d) the transport allowance shall be increased by 53.55% from \$850,00, to \$1 305,20, per month, for the period 1st July, 2020, to 30th September, 2020.

New industrial minimum wages and allowances for the period 1st July, 2020, to 30th September, 2020, in ZWL\$.

Grade	Feb 2019 to June 2019	July 2019 to Sept 2019	Oct 2019 to Dec 2019	Jan 2020 to March 2020	April 2020 to June 2020	July 2020 to Sept 2020
A1	381	625	1 188	2 200	3 740	8 333
A2	402	660	1 254	2 320	3 944	8 787
A3	417	686	1 303	2 411	4 099	9 133
B1	476	781	1 484	2 745	4 667	10 398
B2	501	823	1 564	2 893	4 918	10 957
B3	524	860	1 634	3 023	5 139	11 450
B4	547	897	1 704	3 152	5 358	11 938
C1	601	986	1 873	3 465	5 891	13 215
C2	629	1 032	1 961	3 628	6 168	13 742

*Housing allowance*

Housing allowance shall be paid at a rate of \$1 443,00, per employee, per month, for the period 1st July, 2020, to 30th September, 2020.

*Transport allowance*

Transport allowance shall be paid at a rate of \$1 305,20, per employee, per month, for the period 1st July, 2020, to 30th September, 2020.

Thus agreed and signed at Harare on this 21st October, 2020.

M. M. SHUMBA

P. CHIPONDA

E. RUBENI

E. RUSERE

A. PAWARIKANDA

P. MUGABE

A. CHIWARE

Y. ELIAS

S. ZUMBIKA

C. REGO