

Collective Bargaining Agreement: Food and Allied Industries  
(Sweets and Confectionery Sub-sector)

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IT is hereby notified that the Minister of Public Service, Labour and Social Welfare has, in terms of section 80 of the Labour Act [Chapter 28:01], published the Collective Bargaining Agreement set out in the Schedule, which further amends the agreement published in Statutory Instrument 340 of 1999.

This agreement was registered in terms of section 79 of the Labour Act [Chapter 28:01].

SCHEDULE

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

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

Made and entered into in accordance with the provisions of the Labour Act, between the Sweets and Confectionery Employers Association (hereinafter referred to as “employers”, of the one part, and the Sweets and Confectionery Workers Union (hereinafter referred to as “employees”), of the other part, being parties to the National Employment Council: Food and Allied Industries (Sweets and Confectionery Sub-sector).

The Collective Bargaining Agreement for the Food and Allied Industries (Sweets and Confectionery Sub-sector), published in Statutory Instrument 340 of 1999, is amended by the parties as follows:

Zimbabwe Sweets and Confectionery Employers Association and the Sweets Makers and Confectionery Workers Union met on the 20th of February, 2020, and agreed as follows to increase the basic wage, housing allowance and transport allowance for the Sweets and Confectionery Industry Sub-sector for the period of 1st January, 2020, to 31st of March, 2020, as follows:

- ❖ A 62.96% increase on minimums and actual for grades A1 to C2.

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- ❖ Housing allowance increased from ZWL\$350,00, to ZWL\$475,00, for grades A1 to C2.
- ❖ Transport allowance increased from ZWL\$350,00 to ZWL\$570,00, for grades A1 to C2.
- ❖ Subsistence allowance ZWL\$240,00, per day broken down as follows:
  - Accommodation ZWL\$150,00
  - Breakfast ZWL\$20,00
  - Lunch ZWL\$30,00
  - Dinner ZWL\$40,00
- ❖ Night allowance increased from ZWL\$15,00, to ZWL\$20,00, per night for grades A1 to C2.

The new minimum and allowances for grades A1 to C2 are as follows:

GRADE	MINIMUM BASIC WAGE	HOUSING ALLOWANCE	TRANSPORT ALLOWANCE	TOTAL PACKAGE
A1	2 200,00	475,00	570,00	3 245,00
A2	2 252,07	475,00	570,00	3 297,07
A3	2 304,02	475,00	570,00	3 349,02
B1	2 356,20	475,00	570,00	3 401,20
B2	2 408,27	475,00	570,00	3 454,27
B3	2 460,22	475,00	570,00	3 505,22
B4	2 512,40	475,00	570,00	3 557,40
B5	2 564,35	475,00	570,00	3 609,35
C1	2 616,62	475,00	570,00	3 661,62
C2	2 668,63	475,00	570,00	3 713,63

**NB:** Where the employer provides physical transport to his or her employees, those employees shall not be entitled to transport allowance.

Signed at Harare on the 20th day of February, 2020.

O. MANHOMBO,  
Employers' Association.

R. GURIRA,  
Trade Union.

M. KULUNGUTA,  
Employers' Association.

S. MATSVIMBO,  
Trade Union.

D. NYAHWEMA,  
Employers' Association.

C. DANGIRWA,  
Trade Union.

I. KAMBANJE,  
Trade Union.

S. SIBANDA,  
Trade Union.

S. CHIKONDO,  
Trade Union.

M. MPANGO,  
General Secretary  
National Employment Council for Food and Allied Industries.