

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 10th September, 2020, the Brewing and Distilling Employers Association and the Brewing and Distilling Workers Union met on 14th September, 2020, and agreed to ratify the award for July to September, 2020, as follows—

- 127.26% increase on minimum wage from \$ZWL3 988,85 to \$ZWL9 065,23.
- 47.62% increase on housing allowance from \$ZWL8 12,89 to \$ZWL1 200,00.
- 46.63% increase on transport allowance from \$ZWL682,00 to \$ZWL1 000,00.

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- 89,38% increase Subsistence allowance from \$ZWL780,00 to \$ZWL1 477,17.

A 4.5% grade differential has been applied on the basic wage.

Grade	Basic		Transport		Housing		Total Package	
	April - Jun 2020	July - Sept 2020	April - Jun 2020	July - Sept 2020	April - Jun 2020	July - Sept 2020	April - Jun 2020	July - Sept 2020
1	3 988,85	9 065,23	682,00	1 000,00	812,89	1 200,00	5 483,74	11 265,23
2	4 168,35	9 473 17	682,00	1 000,00	812,89	1 200,00	5 663,24	11 673,17
3	4 355,93	9 899,47	682,00	1 000,00	812,89	1 200,00	5 850,82	12 099,47
4	4 551,95	10 344,95	682,00	1 000,00	812,89	1 200,00	6 046,84	12 544,95
5	4 756,79	10 810,48	682,00	1 000,00	812,89	1 200,00	6 251,68	13 010,48
6	4 970,85	11 296,96	682,00	1 000,00	812,89	1 200,00	6 465,74	13 496,96
7	5 194,54	11 805,33	682,00	1 000,00	812,89	1 200,00	6 689,43	14 005,33
8	5 428,29	12 336,56	682,00	1 000,00	812,89	1 200,00	6 923,18	14 536,56
9	5 672,57	12 891,72	682,00	1 000,00	812,89	1 200,00	7 167,46	15 091,72

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

*Declaration*

Signed at Harare on this 14th day of September, 2020.

*Employer representatives*

K. MUNDA,  
Employers Chairman.

B. WARINDA.

C. KWINJO.

D. MOYO.

L. CHIROMBO.

*Trade Union representatives*

A. MUTERO,  
General Secretary.

J. SHUMBA.

B. LUNGA.

P. CHAKABUDA.

L. CHIPFURWE.

I. NDLOVU.

**T. ZIMONDI,**  
**Chairman.**