

Statutory Instrument 225 of 2021.

[CAP. 28:01

Collective Bargaining Agreement: Engineering and Iron and Steel

Industry

IT is hereby notified that the Minister of Public Service, Labour and Social Welfare has, in terms of section 80(1) of the Labour Act [*Chapter 28:01*], published the Collective Bargaining Agreement as set out in the Schedule, which further amends the agreement published in Statutory Instrument 282 of 1990. This agreement was registered in terms of section 79 of the Labour Act [*Chapter 28:01*],

Schedule

NATIONAL EMPLOYMENT COUNCIL FOR THE ENGINEERING AND  
IRON AND STEEL INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: WAGE AGREEMENT  
GENERAL ENGINEERING SECTION

(SKILLED WORKER AND GRADED JOB CATEGORIES OF EMPLOYEES)

This further agreement, shall be read as one with the agreement published in Statutory Instrument 282 of 1990, and has been made in terms of the Labour Act [Chapter 28:01], between the Engineering and Iron and Steel Employer's Association of Zimbabwe, of one part, and the National Engineering Workers' Union, of the other part, being parties to the National Employment Council for the Engineering and Iron and Steel Industry, to amend the Collective Bargaining Agreement: General Engineering Section (Skilled Worker and Graded Job Categories of Employees), published in Statutory Instrument 301 of 1996.

1. Notwithstanding the date of signature or publication hereof, this agreement shall be deemed to have come into operation on 1st December, 2020 to 28th February, 2021.
2. Parties have agreed to effect new minimum wages indexed in USD but paid in the Zimbabwean dollar currency calculated at RBZ auction rate.
3. For avoidance of doubt, the applicable auction exchange rate shall be one prevailing on the date of processing the wages payroll in respect of every individual employer.

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## Collective Bargaining Agreement: Engineering and Iron and Steel Industry

4. This wage agreement shall subsist subject to review by the parties to the Collective Bargaining Agreement.

5. Every employer shall, with effect from 1st December, 2020, pay each employee not less than the appropriate amounts as indexed in Annexure “A”.

6. Nothing in this clause shall prevent increase being negotiated at company level over and above those referred to in this clause.

### *Annexure A*

#### *Minimum Hourly Wage Rate (Clauses 9, 34 and 36)*

Minimum hourly rates of wages effective from 1st December, 2020 to 28th February, 2021

#### Schedule 1: Skilled Worker Category

|         | Hourly Rate    | Weekly Equivalent | Monthly Equivalent |
|---------|----------------|-------------------|--------------------|
|         | USD Index Rate | USD Index Rate    | USD Index Rate     |
| Class 1 | 0.92           | 40.48             | 175.72             |
| Class 2 | 0.79           | 34.76             | 150.89             |
| Class 3 | 0.73           | 32.12             | 139.43             |
| Class 4 | 0.67           | 29.48             | 127.97             |

#### Schedule 2: Graded Worker Category

|          | Hourly Rate    | Weekly Equivalent | Monthly Equivalent |
|----------|----------------|-------------------|--------------------|
|          | USD Index Rate | USD Index Rate    | USD Index Rate     |
| Grade C1 | 0.79           | 34.76             | 150.89             |
| Grade B4 | 0.72           | 31.68             | 137.52             |
| Grade B3 | 0.68           | 29.92             | 129.88             |
| Grade B2 | 0.62           | 27.28             | 118.42             |
| Grade B1 | 0.604          | 26.58             | 115.36             |
| Grade A3 | 0.596          | 26.22             | 113.84             |
| Grade A2 | 0.580          | 25.52             | 110.78             |
| Grade A1 | 0.576          | 25.34             | 110.00             |

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## S.I. 225 of 2021

### Schedule 3: Skilled Worker Trainee

|                 | Hourly Rate    | Weekly Equivalent | Monthly Equivalent |
|-----------------|----------------|-------------------|--------------------|
|                 | USD Index Rate | USD Index Rate    | USD Index Rate     |
| Trainee Class 1 | 0.82           | 36.08             | 156.62             |
| Trainee Class 2 | 0.75           | 33.00             | 143.25             |
| Trainee Class 3 | 0.70           | 30.80             | 133.70             |
| Trainee Class 4 | 0.65           | 28.60             | 124.15             |

Signed at Harare in the year 2020.

**B. MANGENA,**  
General Secretary of the Council.

**T. C. NYAMATORE,**  
Chairman of the Council.

**B. V. MUNATSI,**  
President of E.I.S.A.Z

**B. MAMBARA,**  
President of N.E.W.U

**M. RUZIWA,**  
Secretary General E.I.S.A.Z

**D. MUCHENU,**  
General Secretary N.E.W.U

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