

Statutory Instrument 46 of 2024.

[CAP. 28:01

**Collective Bargaining Agreement: Food and Allied Industries
(Brewing and Distilling Sub-sector)**

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—

The Brewing and Distilling Employers Association and the Brewing and Distilling Workers Union met on 16th of February, 2023, and agreed to increase wages and allowances for period January to March, 2023, as follows:

- Minimum Wage—31% increase from ZWL\$180 000,00 to ZWL\$235 000,00.
- Housing Allowance—28% increase from ZWL\$35 000,00 to ZWL\$44 800,00.

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- Transport Allowance—28% increase from ZWL\$32 000,00 to ZWL\$40 960,00.
- Subsistence Allowance—28% increase from ZWL\$22 000,00 to ZWL\$28 160,00.

A 5% grade differential has been applied on the basic wage.

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

Parties further agreed to pay gross earnings at 50% RTGS and 50% foreign currency. The foreign currency component rate shall be the RBZ auction rate as at the 18th of every month.

Declaration

Signed at Harare on this 17th day of February, 2023.

Employer Representatives Trade Union Representatives

X. DINGANI,
Employers Chairperson.

A. MUTERO,
General Secretary.

B. WARINDA

B. LUNGA

A. MUBAIWA

L. CHIPFURWE

D. MOYO

A. NCUBE

B. TARUVINGA

T. RATOHWA

T. G. ZIMONDI,
Chairperson NEC Sub-sector Brewing and Distilling.