

Statutory Instrument 48 of 2024.

[CAP. 28:01

**Collective Bargaining Agreement: Food and Allied Industries
(Sweets and Confectionery 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 340 of 1999.

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

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 [*Chapter 28:01*], 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—

Sweets and Confectionery Employers Association and the Sweets Makers and Confectionery Workers Union met on the 10th day of March, 2023, and agreed to increase the basic wage, housing allowance and transport allowance for the Sweets and Confectionery Industry Sub-sector for the period of January to March, 2023, by 25.38%

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

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

Grade	Sep-22	Oct-22	Nov-22	Dec-22	Jan–March 2023
A1	117 000,00	135 000	1 450,00	163 500,05	205 000,00
A2	119 769,68	138 196,25	148 433,00	167 371,01	209 849,77
A3	123 144,46	142 090,24	152 615,44	172 087,06	215 762,76
B1	125 307,56	144 586,13	155 296,21	175 109,87	219 552,75
B2	128 076,77	147 781,38	158 728,15	178 979,67	224 404,71
B3	130 841,09	150 970,99	162 154,03	182 842,64	229 248,11
B4	133 614,67	154 171,29	165 591,38	186 718,56	234 107,73
B5	137 737,71	158 928,66	170 701,15	192 480,26	241 331,75
C1	139 157,20	160 566,54	172 460,35	194 463,91	243 818,86
C2	141 923,03	163 757,89	175 888,10	198 329,00	248 664,90

HOUSING AND TRANSPORT ALLOWANCES (ZWL)

	Jan	February	March
Housing	26 000	26 000	26 000
Transport	26 000	26 000	26 000

- **Night shift allowance** increased from ZWL\$640 to ZWL\$732 per night for Grades A1 to C2 effective 1st January, 2023.
- **Subsistence allowance**
Food and accommodation allowance for the period 1st January, 2023 to 31st March, 2023, shall be payable as follows:
Breakfast—ZWL\$2 928
Lunch— ZWL\$2 928
Dinner— ZWL\$2 928
- **Accommodation**
Accommodation allowance has been pegged at ZWL\$15 000 per night.

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

Parties agreed that in the next round of negotiation they would negotiate wages in part USD and part RTGS.

Signed at Harare on the 10th day of March, 2022.

O. MANHOMBO,
Employers' Association.

C. MEKI,
Employers' Association.

M. KULUNGUTA,
Employers' Association.

M. SHAMU,
Employers' Association.

R. GURIRA,
Trade Union.

S. MATSVIMBO,
Trade Union.

S. MUN'ANDO,
Trade Union.

C. DANGIRWA,
Trade Union.

I. MUZURU,
Trade Union.

B. TAKAWIRA,
Trade Union.

L. GARIKAYI,
Chairman.

