

Collective Bargaining Agreement: Detergents, Edible Oils  
and Fats Industry

---

IT is hereby notified that the Minister of Labour and Social Welfare hereby, in terms of section 80 of the Labour Act [*Chapter 28:01*], publishes the Collective Bargaining Agreement set out in the Schedule.

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

SCHEDULE

The following is the Collective Bargaining Agreement made and entered into by the Detergents, Edible Oils and Fats Trade Union and the Employers Association for implementation from 1st July to 31st December, 2017.

The said agreement should be read as one with clause 4 (Grading and wages) of the agreement published in Statutory Instrument 89 of 1997 (hereinafter referred to as "the principal agreement") in accordance with the provisions of the Labour Act [*Chapter 28:01*] as amended.

1. There shall not be any wage increment for the period 1st January, 2017 to 30th June, 2017.

2. Minimum wage: The following figures were agreed between parties for the period from 1st July to 31st December, 2017.

| <i>Grade</i> | <i>January to December 2014 (USD)</i> | <i>July to December, 2017 (USD)</i> |
|--------------|---------------------------------------|-------------------------------------|
| 1            | 207,88                                | 212,88                              |
| 2            | 218,27                                | 223,27                              |
| 3            | 229,20                                | 234,20                              |
| 4            | 240,65                                | 245,65                              |
| 5            | 252,68                                | 257,68                              |
| 6            | 265,31                                | 270,31                              |
| 7            | 278,58                                | 283,58                              |
| 8            | 292,51                                | 297,51                              |

Collective Bargaining Agreement: Detergents, Edible Oils  
and Fats Industry

---

| <i>Grade</i> | <i>January to December 2014 (USD)</i> | <i>July to December, 2017 (USD)</i> |
|--------------|---------------------------------------|-------------------------------------|
| 9            | 307,13                                | 312,13                              |
| 10           | 322,50                                | 327,50                              |
| 11           | 338,25                                | 343,25                              |
| 12           | 355,54                                | 360,54                              |

*Monthly allowances*

Transport allowance      USD44,00  
Housing allowance      USD63,30

*Declaration*

The employers' representatives and the trade union representatives, hereby declare that the foregoing is the agreement arrived at and affix their signatures hereto.

Agreed and signed this 9th day of November, 2017.

O. CHUMA,  
Employers' Association Chairman.

S. MADZONGO,  
Union President.

HON. J. T. MAWIRE,  
NEC Chairman.

---

*Supplement to the Zimbabwean Government Gazette dated the 28th September, 2018.  
Printed by the Government Printer, Harare.*