

Collective Bargaining Agreement: Construction 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*], approved the publication of the Collective Bargaining Agreement, set out in the Schedule, which further amends the agreement published in Statutory Instrument 45 of 2013 and was registered in terms of section 79 of the Act.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE
CONSTRUCTION INDUSTRY OF ZIMBABWE

COLLECTIVE BARGAINING AGREEMENT: CONSTRUCTION
INDUSTRY

(SKILLED WORKERS, APPROVED CLASSES OF WORKERS
AND GRADED WORKERS)

This further agreement shall be read as one with the Agreement, published in Statutory Instrument 45 of 2013 (“hereinafter referred as the principal agreement”), made and entered into in accordance with the provisions of the Labour Act [*Chapter 28:01*], between Construction Industry Federation of Zimbabwe and the Zimbabwe Building Contractors Association (hereinafter referred to as “the employers” or “the employers’ organization), of the one part, and the Zimbabwe Construction and Allied Trade Workers’ Union (hereinafter referred to as “the employees” or “the trade union”), of the other part, being the parties to the National Employment Council for the Construction Industry of Zimbabwe.

The principal agreement is amended as follows:

The Principal agreement is amended in Schedule B of Annexure 1 and also Schedule B to Annexure 2 by the repeal of the existing minimum hourly rates of wages/pay, published in Statutory Instrument 45 of 2013, as follows—

Collective Bargaining Agreement: Construction Industry

“SCHEDULE B OF ANNEXURE 1

MINIMUM WAGES TO BE PAID TO SKILLED WORKERS,
APPROVED CLASSES OF WORKERS AND WORKER
GRADES TO BE EFFECTIVE FROM 1ST SEPTEMBER, 2020

<i>Classification</i>	<i>Col 1</i>	<i>Hourly wage including US\$40 COLA per month Allowances ZW\$ or Equivalent</i>
Skilled Worker 1	45.19	40
Skilled Worker 2	41.66	40
Skilled Worker 3	38.92	40
Skilled Worker 4	35.68	40
Worker lawfully exempted to perform work	35.68	40
For a skilled worker:		
Building Electrical Installation		
Wireman	38.92	40
Floor Layer	38.92	40

SCHEDULE B TO ANNEXURE 2

MINIMUM HOURLY RATES OF PAY APPLICABLE TO SCHEDULE A
GRADES AND WORK DESCRIPTIONS, EFFECTIVE FROM
1ST SEPTEMBER, 2020

<i>Classification</i>		<i>Hourly wage including US\$40 COLA per month Allowances or Equivalent</i>
Worker Grade 1	26.23	40
Worker Grade 2	26.52	40
Worker Grade 3	27.03	40
Worker Grade 4	27.40	40
Watchman	27.03	40”.

Declaration

The employers' organization and the trade union, having arrived at this further agreement set forth herein, the undersigned officers hereby declare that the foregoing is the further agreement arrived at and affix their signatures hereto.

Signed at Harare this 15th September, 2020.

M. N. MAZARURA,
General Secretary (ZCATWU)
on behalf of Zimbabwe Construction &
Allied Trade Worker Union.

C. MATOPE,
President CIFOZ.

F. MANGWENDEZA,
President ZBCA.

T. DZOKAMUSHURE,
General Secretary,
National Employment Council for the
Construction Industry of Zimbabwe.

