



Chemicals
Fertilizers
Battery
Plastics
Manufacturing Industries

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Belvedere
Harare
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JM/mr

16 April 2025

COLLECTIVE BARGAINING AGREEMENT: JANUARY TO JUNE 2025

PAINTS & PRINTING INKS SECTOR

The following is the Collective Bargaining Agreement of the Paints and Printing Inks Sector, made and entered into by the Trade Unions and Employer Representatives for implementation during the period January to June 2025.

The parties agreed that:-

MINIMUM WAGE
01/01/2025 -30/06/2025

Grades	JAN TO JUNE 2025	90% USD PAYMENT	10% PAID IN ZWG AT PREVAILING INTERBANK RATE
1	250.00	225.00	25.00
2	280.00	252.00	28.00
3	313.60	282.24	31.36
4	351.23	316.11	35.12
5	393.38	354.04	39.34
6	440.59	396.53	44.06
7	493.46	444.11	49.35
8	552.67	497.40	55.27
9	618.99	557.09	61.90
10	693.27	623.94	69.33

1. **Actual Wages**

Employers and employees are not precluded from negotiating higher wages above the minimum. Wages of employees earning above the stipulated minimum shall not be reduced.

NATIONAL EMPLOYMENT COUNCIL
FOR CHEMICALS, FERTILIZERS, BATTERY AND
PLASTICS MANUFACTURING INDUSTRIES
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2. **Service Allowance**

A monthly service allowance equivalent to 1% (one per cent) of the grade minima shall be payable to every employee for each completed year of service for as long as one remains in continuous service. This allowance shall be reflected separately on the payslip.

3. **Grade Differentials/Relativities**

The grade differentials shall be 12% (twelve percent) for the purposes of this particular agreement.

4. **Housing Allowance**

Employers shall pay a minimum of USD\$131.00 per month paid as cash.

5. **Transport Allowance**

The Employer shall pay a transport allowance of at least USD\$88.00 per month paid as cash.

Provided that employers already providing transport or meeting the costs thereof in excess of the above minimum entitlements shall continue with their current arrangements and the above is inapplicable to them.


6. **Nec Levy**

In terms of law and NEC Policy, employers shall remit to the NEC 2% (1% employer and 1% employee contribution) of their wage bill not later than seven (7) days after the end of each respective month deducted from the USD payment and ZWG payments.

7. **Declaration**

The Employers' Representatives and the Trade Union Representatives, having arrived at the agreement set forth herein, the undersigned hereby declare that the foregoing is the agreement arrived at, and affix their signatures thereto.

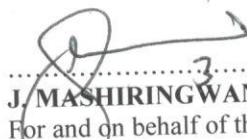
Agreed and signed on this 16th day of April 2025


.....
F. AKHTAR
For and on behalf of Paints &
Printing Inks Employers Association.


.....
G. BIYA
ZCPAWU


.....
J. MANGEZI
CPFMAWUZ


.....
D. CHIWARA
N.U


.....
J. MASHIRINGWANI
For and on behalf of the NEC.

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