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22 July 2025

## COLLECTIVE BARGAINING AGREEMENT: JULY TO DECEMBER 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 July to December 2025.

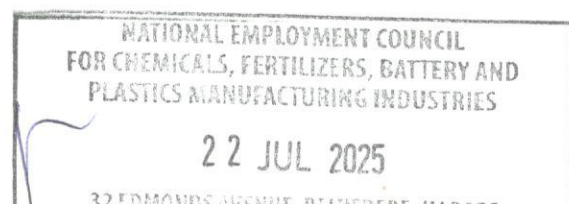
The parties agreed that:-

#### MINIMUM WAGE 01/07/2025 -31/12/2025

Grades	JULY TO DECEMBER 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.



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\$135.00 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 22<sup>nd</sup> day of July 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.

NATIONAL EMPLOYMENT COUNCIL  
FOR CHEMICALS, FERTILIZERS, BATTERY AND  
PLASTICS MANUFACTURING INDUSTRIES  
22 JUL 2025  
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