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5 August 2025

**COLLECTIVE BARGAINING AGREEMENT: JULY TO DECEMBER 2025**

**PERSONAL CARE PRODUCT AND HAIR MANUFACTURING SECTOR**

The following is the Collective Bargaining Agreement of the Personal Care Products And Hair Manufacturing Sector, made and entered into by the Trade Unions and Employer Representatives for implementation during the period of July to December 2025.

**The parties agreed that:-**

**MINIMUM MONTHLY WAGE - 01/07/2025 TO 31/12/2025**

GRADE	MINIMUM BASIC SALARY JULY - DEC 25 USD	USD PAYMENT 50%	ZWG\$ 50%
1	210.46	105.23	paid at prevailing bank rate
2	239.93	119.96	paid at prevailing bank rate
3	273.52	136.76	paid at prevailing bank rate
4	311.81	155.91	paid at prevailing bank rate
5	355.46	177.73	paid at prevailing bank rate
6	405.23	202.61	paid at prevailing bank rate
7	461.96	230.98	paid at prevailing bank rate
8	526.63	263.32	paid at prevailing bank rate
9	600.36	300.18	paid at prevailing bank rate
10	684.41	342.21	paid at prevailing bank rate

**Payment in ZWG** – to cushion employees from currency depreciation all payments made using the applicable bank rate shall be based on the rate obtaining 7 (seven) days before payment of wages/salaries.

1. **Actual Wages**

The existence of this collective bargaining agreement does not preclude an employer and his employees from agreeing on higher rates of salaries/wages above the minimum which the parties have agreed to.

2. **Service Allowance**

A monthly service allowance equivalent to 1% (one per cent) of the actual wage shall be payable to every employee for each completed year of service for as long

*Handwritten signatures and initials: M.S., D.D., K. J. J.*

NATIONAL EMPLOYMENT COUNCIL  
FOR CHEMICALS, FERTILIZERS, BATTERY AND  
PLASTICS MANUFACTURING INDUSTRIES  
05 AUG 2025

as one remains in continuous service. This allowance shall be reflected separately on the pay slip.

3. **Housing Allowance**

Housing allowance: USD80-00 per month paid as follows, 50% in USD and 50% in ZWG at prevailing interbank rate.

- (i) Where the employer is providing actual accommodation, the employee shall not be entitled to housing allowance.
- (ii) Where the employer is already paying housing allowance but below the NECs stipulated figure, the employer shall top up.
- (iii) Where the employer is already paying housing allowance but at a higher figure this shall be maintained.

4. **Transport Allowance**

Transport allowance: USD75 per month based on an employee's work attendance payable as follows; 50% in USD and 50% in ZWG at prevailing interbank rate.

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

5. **Grade Differentials/ Relativities**

The grade differential (allowance) shall be 14% (fourteen percent) for the purpose of this particular agreement.

6. Employers who are able to pay more than the stipulated rates are encouraged to do so.

7. **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 in both USD and ZIG not later than seven (7) days after the end of each respective month.

8. **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 at Harare this 5th Day of August 2025.

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D. DZOBO  
For and on Behalf of the  
Personal Care and Hair Manufacturers  
Association

.....  
G. BIYA  
ZCPAWU

.....  
J. MANGEZI  
CPFMAWUZ

.....  
N. MOYO  
N.U

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

