

Collective Bargaining Agreement: Chemicals, Fertilisers, Battery
and Plastics Manufacturing Industries

IT is hereby notified that, the Minister of Labour and Social Services has, in terms of section 80 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 202 of 2019, registered in terms of section 79(1) of the Labour Act [*Chapter 28:01*].

SCHEDULE

(*Further Agreement*)

This further agreement made and entered into, in accordance with the provisions of the Labour Act [*Chapter 28:01*] between the Chemical and Fertiliser, Battery and Plastics Manufacturers Employers' Associations (hereinafter referred to as the "employers association") of the one part, and the Zimbabwe Chemicals, Plastics and Allied Workers' Union (hereinafter referred to as "the trade unions") on the other part, being parties to the National Employment Council for Chemicals, Fertilisers, Battery and Plastics Manufacturing Industries (hereinafter the "employment council"), to further amend the Collective Bargaining Agreement: National Employment Council for Chemicals, Fertilisers, Battery and Plastics Manufacturing Industries, published in Statutory Instruments 202 of 2019 which amended Statutory Instruments, 31 of 2011, 126 of 2012 and 107 of 2014 (hereinafter referred to as "the principal agreement").

1. This agreement shall be deemed to have come into effect on 1st January, 2026 (hereinafter referred to as "the effective date) for the Chemicals, Fertilizers, Battery, and Plastics Manufacturing Industries.

2. The First Schedule of the principal agreement is amended as follows—

PHARMACEUTICAL MANUFACTURING SECTOR

The parties agreed that—

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1. Minimum monthly wage from 1st March, 2026 to 31st August, 2026.

Grade	JULY TO DECEMBER 2025 BASIC SALARY USD	MARCH TO AUGUST 2026 BASIC SALARY USD	60% USD	40% PAID IN ZWG AT PREVAILING INTERBANK RATE
1	322.25	331.92	199.15	132.77
2	367.36	378.39	227.03	151.35
3	418.80	431.36	258.82	172.54
4	477.43	491.75	295.05	196.70
5	544.27	560.60	336.36	224.24
6	620.46	639.08	383.45	255.63
7	707.33	728.55	437.13	291.42
8	806.36	830.55	498.33	332.22
9	919.25	946.82	568.09	378.73
10	1,047.94	1,079.38	647.63	431.75

2. Housing allowance: USD 90,00 per month

HOUSING ALLOWANCE USD	PAID IN USD 75%	25% PAID IN ZWG AT PREVAILING INTERBANK RATE
90.00	67.50	22.50

- (i) Where the employer provides 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.

3. Transport allowance: USD90,00 per month based on an employee's work attendance.

TRANSPORT ALLOWANCE USD	PAID IN USD 75%	25% PAID IN ZWG AT PREVAILING INTERBANK RATE
90.00	67.50	22.50

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.

EXPLOSIVES MANUFACTURING SECTOR

The parties agreed that—

EXPLOSIVES BASIC SALARY JAN TO JUNE 2026	
NEC GRADE	MINIMUM BASIC SALARY JAN TO JUNE 2026 USD
1	268,75
2	287,56
3	307,69
4	329,23
5	352,28
6	376,94
7	403,32
8	431,55
9	461,76
10	494,09
11	528,67

Transport allowance: USD28,00 per month based on an employee's work attendance.

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.

INDUSTRIAL CHEMICAL MANUFACTURING SECTOR

The parties agreed that:—

1. The minimum wages shall be paid as follows—
 - (a) 90% of the minimum basic salary shall be paid in USD.
 - (b) 10% of the minimum basic salary shall be paid in ZWG at the prevailing bank rate.

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GRADE	MINIMUM BASIC SALARY JAN TO AUGUST 2026	90%USD	ZWG 10%
1	238.80	214.92	Prevailing Interbank rate
2	267.46	240.71	Prevailing Interbank rate
3	299.55	269.60	Prevailing Interbank rate
4	335.50	301.95	Prevailing Interbank rate
5	375.76	338.18	Prevailing Interbank rate
6	420.85	378.76	Prevailing Interbank rate
7	471.35	424.21	Prevailing Interbank rate
8	527.91	475.12	Prevailing Interbank rate
9	591.26	532.13	Prevailing Interbank rate
10	662.21	595.99	Prevailing Interbank rate

2. Housing allowance: Employers shall pay a minimum of USD130,00 per month.

3. Transport allowance effective 1st April, 2026, employers shall pay a minimum of USD110,00 per month subject to review.

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.

BATTERY MANUFACTURING SECTOR

The parties agreed that—

1. Employers shall pay (basic salary/wage) in USD as reflected below.

Grades	January to June 2025 Salary USD	January to August 2026 Salary USD
1	260.00	260.00
2	286.00	286.00
3	314.60	314.60
4	346.06	346.06
5	380.67	380.67
6	418.73	418.73
7	460.61	460.61
8	506.67	506.67
9	557.33	557.33
10(a)	613.07	613.07
10 (b)	674.37	674.37
10 (c)	741.81	741.81
10 (d)	815.99	815.99
11	897.59	897.59

2. Housing and Transport Allowances

	Transport – Effective 1 April 2026	Housing
CAB	USD44.00	USD54.00
CHLORIDE	USD100.00	USD76.00

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.

NB:— Parties agreed that housing and transport allowances shall be paid in cash.

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PAINTS AND PRINTING INKS MANUFACTURING SECTOR

The parties agreed that—

1. Minimum wage from 1st April, 2026 to 31st August, 2026

Grades	JULY TO DECEMBER 2025 BASIC SALARY USD	COLA BASIC SALARY APRIL TO AUGUST 2026	COLA PLUS BASIC SALARY APRIL TO AUGUST 2026	90% USD PAYMENT	10% PAID IN ZWG AT PREVAILING INTERBANK RATE
1	250.00	5.00	255.00	229.50	25.50
2	280.00	5.60	285.60	257.04	28.56
3	313.60	6.27	319.87	287.88	31.99
4	351.23	7.02	358.26	322.43	35.83
5	393.38	7.87	401.25	361.12	40.12
6	440.59	8.81	449.40	404.46	44.94
7	493.46	9.87	503.32	452.99	50.33
8	552.67	11.05	563.72	507.35	56.37
9	618.99	12.38	631.37	568.23	63.14
10	693.27	13.87	707.14	636.42	70.71

2. Housing allowance: Employers shall pay a minimum of USD\$135,00 per month paid as cash.

3. Transport Allowance

- The employer shall pay a transport allowance of at least USD\$88,00 per month paid as cash.
- COLA transport allowance—USD22,00 per month with effect from 1st April, 2026.

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.

FERTILIZERS AND AGRO-CHEMICALS MANUFACTURING SECTOR

The parties agreed that—

1. Basic salary from 1st April, 2026 to 31st August, 2026

Grade	JULY TO DECEMBER 2025 BASIC SALARY USD	APRIL TO AUGUST 2026 BASIC SALARY	PAID IN USD AT 50%	50% PAID IN ZWG AT PREVAILING BANK RATE
1	200.00	208.00	104.00	104.00
2	227.00	236.08	118.04	118.04
3	257.65	267.95	133.98	133.98
4	292.43	304.12	152.06	152.06
5	331.90	345.18	172.59	172.59
6	376.71	391.78	195.89	195.89
7	427.57	444.67	222.34	222.34
8	485.29	504.70	252.35	252.35
9	550.80	572.84	286.42	286.42
10	625.16	650.17	325.08	325.08

1.1 To protect employee earnings in ZWG\$, parties agreed that the applicable rate for ZWG\$ payment shall not be more than 2 days from the date of payroll processing.

2. Housing allowance: Employers shall pay a minimum of USD62,00 per month.

- (i) Where the employer provides actual accommodation, the employee shall not be entitled to housing allowance.
- (ii) Where the employer is already paying housing allowance but below the NEC's 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.

3. Transport allowance— Effective 1st April, 2026, all employees shall be paid transport allowance of USD70-00 per month.

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.

PERSONAL CARE AND HAIR MANUFACTURING SECTOR

The parties agreed that —

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1. Minimum monthly wage from 1st April, 2026 to 31st August, 2026

GRADE	MINIMUM BASIC SALARY JULY TO DEC 2025	MINIMUM BASIC SALARY APRIL - AUGUST 26 USD	USD PAYMENT 50%	ZWG\$ 50%
1	210.46	216.78	108.39	paid at prevailing bank rate
2	239.93	247.13	123.56	paid at prevailing bank rate
3	273.52	281.72	140.86	paid at prevailing bank rate
4	311.81	321.16	160.58	paid at prevailing bank rate
5	355.46	366.13	183.06	paid at prevailing bank rate
6	405.23	417.39	208.69	paid at prevailing bank rate
7	461.96	475.82	237.91	paid at prevailing bank rate
8	526.63	542.43	271.22	paid at prevailing bank rate
9	600.36	618.37	309.19	paid at prevailing bank rate
10	684.41	704.95	352.47	paid at prevailing bank rate

1.1 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.

2. Housing allowance: USD80,00 per month paid as, 50% in USD and 50% in ZWG at the 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.

3. Transport allowance: USD88 per month based on an employee's work attendance.

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.

PLASTICS MANUFACTURING INDUSTRY

The parties agreed that—

1. Basic wage/salary shall be paid in USD as reflected below—

Total minimum monthly wage from 1st April, 2026 to 31st August, 2026.

GRADE	MINIMUM BASIC PAID IN USD JULY TO DEC 2025	DOLLAR INCREASE	MINIMUM BASIC PAID IN USD APRIL TO AUG 2026
A1	172.62	8.00	180.62
A2	185.24	8.00	193.24
A3	198.19	8.00	206.19
B1	209.34	8.00	217.34
B2	220.18	8.00	228.18
B3	241.25	8.00	249.25
B4	255.39	8.00	263.39
B5	270.11	8.00	278.11
C1	300.71	8.00	308.71
C2	362.68	8.00	370.68

2. Housing and transport allowance

- (i) Housing and transport allowance shall be USD115,45.
- (ii) Reviewable Cost of Living Allowance (COLA) shall be USD9. **NB:**—This adjustment is linked to the ongoing geopolitical conflict in the Middle East and is subject to periodic review.

Payment of allowances shall include housing, transport, and COLA, bringing the total allowances to USD 124,45, effective 1st April, 2026, to be paid as follows:

- 60% in USD and 40% in ZWG at prevailing bank rate.

1. ACTUAL WAGES

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

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2. NEC LEVY CHEMICALS, FERTILIZERS AND BATTERY
MANUFACTURING INDUSTRY

In terms of law and NEC policy, employers shall remit to the NEC 2% (1% employer contribution and 1% employee contribution) of their wage bill which shall be paid as reflected in the agreement in both USD and ZWG not later than seven (7) days after the end of each respective month.

3. NEC LEVY PLASTICS MANUFACTURING INDUSTRY

In terms of law and NEC policy, employers shall remit to the NEC 3% (1.5% employer contribution and 1.5% employee contribution) of their wage bill which shall be paid as reflected in the agreement USD not later than seven (7) days after the end of each respective month.

4. SHIFT ALLOWANCE PLASTIC MANUFACTURING
INDUSTRY

A minimum shift allowance of 7% (seven percent) of the basic actual wage is payable to every employee engaged in any shift work other than permanent day workers.

5. SERVICE ALLOWANCE

A monthly service allowance equivalent to 1% (one percent) of the basic pay shall be payable to every employee for each completed year of service for as long as the employee remains in continuous service.

6. GRADE DIFFERENTIAL

- (a) Pharmaceutical sector—The grade differential of not less than 14% (fourteen percent) shall be applied between each from Grades 10 to 1. Employers who are able to pay more than the stipulated percentage are encouraged to do so.
- (b) Explosives sector—The grade differential of not less than 7% (seven percent) shall be applied between each from Grades 11 to 1.
- (c) Industrial chemicals sector—The grade differential of not less than 12% (twelve percent) shall be applied between each from Grade 10 to 1.

- (d) Fertilizers and agro-chemical sector—The grade differential of not less than 13.5% (thirteen and a half) shall be applied between each from Grades 10 to 1.
- (e) Battery sector—The grade differential of not less than 10% (ten percent) shall be applied between each from Grades 11 to 1.
- (f) Paints and Printing Inks sector—The grade differential of not less than 12% (twelve percent) shall be applied between each from Grades 10 to 1.
- (g) Personal Care—The grade differential of not less than 14% (fourteen percent) shall be applied between each grade from Grades 10 to 1.

7. DECLARATION

The Employers' Association 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 this 18th day of May, 2026.

L. CHAGWIZA,
for and on behalf of Employers.

G. BIYA,
ZCPAWU.

J. MUPETI,
CPFMAWUZ.

J. MASHIRINGWANI,
for and on behalf of the Employment Council.

