

Collective Bargaining Agreement: Tourism Industry

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IT is hereby notified, in terms of section 80 of the Labour Act [*Chapter 28:01*], that the Minister of Labour and Social Services has approved the publication of the Collective Bargaining Agreement set out in the Schedule which further amends the agreement published in Statutory Instrument 118 of 2014, registered in terms of section 79 of the Act.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE TOURISM  
INDUSTRY:

COLLECTIVE BARGAINING AGREEMENT: TOURISM  
INDUSTRY

Made and entered in accordance with Labour Act [*Chapter 28:01*] as amended from time to time between the Employers Association for Tours and Safari Operators and Boating Association of Zimbabwe for the Tourism Industry (herein referred to as “employers or employers’ organisation”) of the one party and the National Museums, Monuments, Travel, Tourism, Game Parks and Wildlife Workers Union of Zimbabwe and the Zimbabwe Tourism and Allied Workers Union (herein referred to as “the employees” or the “trade unions”) of the other party being parties to the National Employment Council for the Tourism Industry in Zimbabwe.

The Collective Bargaining Agreement for Tourism, Industry published in Statutory Instrument 27 of 2015, as amended from time to time, the parties to this agreement have agreed to the following: —

1. Sector I(a) of Statutory Instrument 27 of 2015 is amended by deleting “sport hunting safaris and photographic safaris”.
2. Clause 4(1) of Statutory Instrument 124 of 2013, is amended by adding the following after the definition of sector I, “sector IB” (Sport hunting safaris and Photographic safaris) means without in any way limiting the ordinary meaning of the expression, those activities in which employers and employees are engaged in offering any touristic services in game parks, snake parks, safari lodges, safari camps, water parks and wilderness trekking under the guidance of a professional hunter.

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3. Section 1(a) of Statutory Instrument 27 of 2015 for sector I is amended by the insertion of “lodges that are engaged in safari activities”.

4. Section 4(1) of Statutory Instrument 124 of 2013 under definition of “Tourism industry” is hereby amended to read “Tourism Industry” means without in any way limiting the ordinary meaning of the expression, the industry in which employers and employees are associated together whose activity or product category falls under sector I (Leisure Sector), sector IB ( Sport Hunting and Photographic Safaris) and sector II (Conservancies and Natural Resources Preservation) for the purpose of carrying on those tourism activities on any premises”.

5. Section 4(1) of Statutory Instrument 124 of 2013 under the sector II is amended by the removal of the following “game parks, photographic safaris, safari camps, safari lodges, snake parks, sport hunting, water parks and wilderness tracking”.

6. Section 4(1) of Statutory Instrument 124 of 2013 under the definition “sector I” is amended by the addition of the following words “and safari lodges that are engaged in the safari activities”.

7. Section 9(3) of Statutory Instrument 124 of 2013 is hereby amended by the insertion of sector IB and shall read “ Hours of work will be 8 hours per day or 208 hours per month for sector I and sector I B and 8.5 per day or 221 hours per month for sector II”.

8. Section 17 of Statutory Instrument 124 of 2013 is hereby amended by the addition of subsection (2) which shall read as follows —

“(2) Unless a more favourable pension scheme that has been approved or certified by the Council is in place, the Tourism Industry Pension Fund shall be mandatory for all eligible employees.”.

9. Wages and salaries for all sectors for the period 1st of March, 2015 to 28th of February, 2016, have been agreed as follows —

**Sector I**

Grade	Old minimum	New minimum
	US\$	US\$
1	248,65	253,62
2	259,69	264,88
3	270,75	276,17
4	281,80	287,44
5	292,85	298,71
6	303,90	309,98
7	314,95	321,25
8	326,00	332,52
9	337,06	343,80
10	359,16	366,34
11	381,26	388,89
12	403,36	411,42

**Sector IB**

Grade	Old minimum	New minimum
	US\$	US\$
1	200,00	205,00
2	206,00	211,00
3	212,00	217,00
4	219,00	224,00
5	232,00	237,00
6	239,00	244,00
7	246,00	251,00
8	253,00	258,00
9	261,00	266,00

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<b>Sector II</b>		
<b>Grade</b>	<b>Old minimum</b>	<b>New minimum</b>
	<b>US\$</b>	<b>US\$</b>
1	103,00	105,06
2	108,23	110,39
3	117,66	120,01
4	132,32	134,98
5	152,22	155,26
6	172,13	177,57
7	202,75	206,81
8	223,45	227,92
9	254,88	259,98

The allowances that prevailed in 2014 shall remain as they are and applicable to sector IB.

Signed at Harare on the 25th of March, 2015.

The agreement is binding on all companies within the Tourism Industry.

C. MUKWASI,  
*for and on behalf of the Employers Organization.*

B. KOLOSA,  
*for and on behalf of the Trade Unions for the Tourism Industry.*

G. PANGETI,  
Chairman of the Council.

K. HOVE,  
General Secretary of the Council.

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*Supplement to the Zimbabwean Government Gazette dated the 13th November, 2015.  
Printed by the Government Printer, Harare.*