Statutory Instrument of 2026

[CAP. 28:01]

Collective Bargaining Agreement: National Employment Council for Electronics, Communications, Radio, TV Manufacturing and Allied Industry

It is hereby notified that the Minister of Public Service, Labour and Social Welfare has in terms of Section 80 (1) of the Labour Act [Chapter 28:01], published the Collective Bargaining Agreement as set out in the Schedule, which further amends the agreement published in Statutory Instrument 247 of 2006. This agreement was registered in terms of section 79 of the Labour Act [*Chapter 28:01*]

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR ELECTRONICS COMMUNICATIONS, RADIO, TV MANUFACTURING AND ALLIED INDUSTRY
COLLECTIVE BARGAINING AGREEMENT:
Further Agreement

This further agreement, shall be read as one with the agreement published in Statutory Instrument 247 of 2006 (hereinafter referred to as the "principal agreement"), and has been made in terms of the Labour Act [Chapter 28:01] between the **Electronics, Communications, Radio, TV Manufacturing and Allied Industry Employers' Association** (herein referred to as 'the Employers') and the **Electronics, Communications, Radio, TV Manufacturing and Allied Industry Workers' Union** (herein referred to as 'the Trade Union') being parties to the **National Employment Council for Electronics, Communications, Radio, TV Manufacturing and Allied Industry** to amend the principal agreement.

The National Employment Council for the Electronics, Communications, Radio, TV Manufacturing and Allied Industry (**Electronic Security Systems and Response Subsector**) has agreed on minimum salaries for the period **1 October 2026 to 31 December 2026** as follows:

N.E.C ELECTRONICS, COMMUNICATIONS, RADIO & TV MANUFACTURING AND ALLIED INDUSTRY
20 OCT 2026
139 BISHOP GAUL AVENUE, KENSINGTON, HARARE
TEL: +263 242 303 407 | +263 242 307 108
CELL: +263 733 413 311
Email: necelect@mweb.co.zw

GRADE	USD PORTION	ZIG PORTION
A1	274.39	2,884.76
A2	286.34	3,049.29
A3	305.29	3,235.24
B1	325.87	3,468.58
B2	349.17	3,732.83
B3	376.11	4,038.38
B4	409.95	4,422.03
C1	450.20	4,878.51
C2	497.46	5,414.53
C3	552.30	6,036.36
C4	615.16	6,749.04

We hereby instruct all Employers to comply with the agreed Collective Bargaining Agreement. Where more favourable arrangements are already in place, this agreement shall not alter or affect such arrangements.

P.K.A.C TW JM

The NEC would like to remind all Employers to please pay their NEC subscriptions promptly (1.5% of employee's gross salary and 1.5% employer contribution totalling 3%) and NEC dues should be remitted in the same manner that the company is paying its staff.

DECLARATION

The Employers' Association and the Trade Union having agreed that the foregoing is the correct state of affairs, the undersigned Officers of the Council affix signatures hereto.

Signed at **HARARE** this 20th **Day of** October **2026**

.....

Mr. L. Ruhwaya
Electronics, Communications, Radio, TV Manufacturing and Allied Industry
(Employers' Association)

.....

Mr. A. Chabaya
Electronics, Communications, Radio, TV Manufacturing and Allied Industry
(Trade Union)

.....

Mr. J. Mutasa
Electronics, Communications, Radio, TV Manufacturing and Allied Industry
(Trade Union)

.....

Mr. T. Ndlovu
Electronics, Communications, Radio, TV Manufacturing and Allied Industry
(Employers`Association)

.....

Ms. P. Kavuru
General Secretary of the NEC for Electronics, Communications, Radio, TV Manufacturing and Allied Industry

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