



MMLP

MULENGA MUNDASHI
LEGAL PRACTITIONERS

MINIMUM WAGE

IMPORTANT UPDATE:

REVISED MINIMUM WAGES IN ZAMBIA

12TH DECEMBER 2023

Dear Esteemed Client,

We hope this email finds you well. We would like to bring to your attention a press briefing held by the Minister of Labor and Social Security (the “Minister”) on the 6 November, 2023 highlighting the approval of the following Statutory Instruments:

- a. The Employment Code (Minimum Wages and Conditions of Employment) (General) Orders, Statutory Instrument No. 48 of 2023 (the “General Workers Order”);
- b. The Employment Code (Domestic Workers Minimum Wages and Conditions of Employment) Statutory Instrument No. 49 of 2023 (the “Domestic Workers Order”); and
- c. The Employment Code (Shop Workers Minimum Wages and Conditions of Employment) Statutory Instrument No. 50 of 2023 (the “Shop Workers Order”),

(the General Workers Order, the Domestic Workers Order and the Shop Workers Order shall collectively be the “S.Is”)

Please note that the changes that have been introduced by the S.Is in Zambian labour relations are set to take effect on 1 January 2024 and will have implications in various sectors of the Zambian economy.

Key Points from the Briefing:

1. Overview:

1. The Cabinet approval for the S.Is was held on 30 October 2023. This covers domestic workers, shop owners, and other non-categorized workers.
2. Recommendations were made based on extensive consultations with the Tripartite Consultative Labour Council (TCLC) and stakeholders.

2. Consultative Process:

The approved minimum wages and conditions resulted from extensive consultations with the TCLC and other stakeholders. The TCLC which is established under Section 79 of the Industrial and Labor relations Act, Chapter 269 of the laws of Zambia consists of members from the government, employers’ representatives, and trade unions. The adjustment is based on a resolution by the TCLC from April 2021, addressing the lack of revisions to the minimum wages and conditions of service since 2018.

3. Adjustment Rationale:

1. Findings prompted an upward adjustment for domestic workers, shop workers, and those under the general order.
2. The Labor Advisory Committee (“LAC”), an ad hoc committee under the TCLC, conducted an inquiry into wages and conditions of service, leading to recommendations for upward adjustments. The LAC engaged the Zambia Institute for Policy and Research (ZIPAR) for a study on variables impacting minimum wages, ensuring an evidence-based revision.
3. Having said the above, we shall now proceed to highlight some of the changes that have been introduced by the S.Is.

4. The General and Shop Workers Orders

The General and Shop Workers Orders have included another category of employees that are proscribed to benefit from the terms and conditions as envisaged under the General Orders. Employees whose conditions of service are more favourable than the applicable gross pay under the General Workers Order have now been expressly prohibited from relying on the General Orders.

5. The Domestic Workers Order

1. The Domestic Workers Order has repealed and replaced the Domestic Workers Orders of 2011. Further, the Domestic Workers Order has for the first time in Zambia introduced separation package for domestic workers whose contracts of employment have been terminated. The separation package in this case should not be less than one month's basic pay for each two (2) completed years of service and any other accrued dues.
2. Having said the above, the following are the approved basic salaries, transport and lunch allowances for employees covered by the S.Is:

APPROVED MINIMUM WAGES

Category	Approved basic Salary (ZMW)	Approved housing allowance of which is 30% (ZMW)	Approved transport allowance (ZMW)	Approved lunch (ZMW)	Approved Gross (ZMW)
Domestic Workers	K1,100		K200		K1,300
SHOP WORKERS					
Grade I (e.g Handy person; office orderly)	1,487	446.10	200	180	2,313.10
Grade II(e.g Driver, Sales assistant; or Packer)	1,801.98	540.59	200	180	2,722.57
Grade III(e.g Assistant bicycle assembler, Assistant dispatch clerk)	2,121.35	636.40	200	180	3,137.75
Grade IV (e.g Bicycle assembler; check out operator, typist)	2,296.89	689.07	200	180	3,365.96
Grade V (e.g Dispatch clerk; Sales Person)	2,680.92	804.28	200	180	4,099.43
Grade VI(e.g Audiovisual equipment repairer; machine operator)	2,861.10	858.33	200	180	4,464.94
Grade VII(e.g Credit controller; supervisor)	3,142.26	942.68	200	180	4,464.94
Grade VII(e.g qualified book keeper)	3,275.58	982.67	200	180	4,638.25
GENERAL ORDER					
Category I(e.g a General worker, not elsewhere specified; a Cleaner)	1,487	446.10	200	180	2,313.10
Category II(e.g a person engaged as a watchperson or a guard)	1,487	446.10	200	180	2,313.10
Category III(e.g Assistant sales person; packer or booko binder)	1,801.98	540.59	200	180	2,722.57
Category IV(e.g a Driver, pump attendant)	2,119.23	635.76	200	180	3,135.00
Category V(e.g a typist; or receptionist)	2,296.89	689.06	200	180	3,365.96

Category VI(e.g sales person)	2,680.92	804.27	200	180	3,865.20
Category VII(e.g Qualified clerk)	2,861.36	858.41	200	180	4,099.77

CATEGORY	APPROVED GROSS MINIMUM WAGES
Domestic Workers	K1,300
SHOP WORKERS	
Grade I (E.G Handy Person; office orderly)	K2,313.10
Grade II (E.g Driver, sales assistant, packer)	K2,722.57
Grade III (E.g Assistant Bicycle assembler; assistant dispatch clerk)	3,137.75
Grade IV (e.g Bicycle assembler; check out operator, typist)	3,365.96
Grade V (e.g Dispatch clerk; Sales Person)	3,865.20
Grade VI(e.g Audiovisual equipment repairer; machine operator)	4,099.43
Grade VII(e.g Credit controller; supervisor)	4,464.94
Grade VII(e.g qualified book keeper)	4,638.25
GENERAL ORDER	
Category I(e.g a General worker, not elsewhere specified; a Cleaner)	2,313.10
Category II(e.g a person engaged as a watchperson or a guard)	2,313.10
Category III(e.g Assistant sales person; packer or booko binder)	2,722.57
Category IV(e.g a Driver, pump attendant)	3,135.00
Category V(e.g a typist; or receptionist)	3,365.96
Category VI(e.g sales person)	3,865.20
Category VII(e.g Qualified clerk)	4,099.77

Next Steps:

It is essential for your business to prepare for the implementation of these changes. If you have any questions or need further assistance in understanding how these adjustments may impact your operations, please feel free to reach out to us.

We appreciate your attention to this matter and remain committed to supporting your business through these transitions.

With Kind Regards,

Mulenga Mundashi Legal Practitioners