

GOVERNMENT OF ZAMBIA

STATUTORY INSTRUMENT NO. 47 OF 2012

The Minimum Wages and Conditions of Employment Act
(Laws, Volume 15, Cap. 276)**The Minimum Wages and Conditions of Employment**
(Shop Workers) (Amendment) Order, 2012

IN EXERCISE of the powers contained in section *three* of the Minimum Wages and Conditions of Employment Act, the following Order is hereby made:

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| <p>1. This Order may be cited as the Minimum Wages and Conditions of Employment (Shop Workers) (Amendment) Order, 2012, and shall be read as one with the Minimum Wages and Conditions of Employment (Shop Workers) Order, 2011, in this Order referred to as the principal Order.</p> | Title |
| <p>2. The principal Order is amended by the deletion of paragraph 2 and the substitution therefor of the following new paragraph:</p> <p>2. (1) This Order shall apply to employees in any shop or in connection with the business of any shop, but shall not apply to—</p> <p style="margin-left: 40px;">(a) a person employed in, or in connection with, the motor trade industry or the petroleum industry;</p> <p style="margin-left: 40px;">(b) a person employed in—</p> <p style="margin-left: 80px;">(i) a bazaar or sale of work for charitable or other purposes from which no private profit is derived; or</p> <p style="margin-left: 80px;">(ii) the hawking of newspapers;</p> <p style="margin-left: 80px;">(iii) the running of coffee stores; or</p> <p style="margin-left: 80px;">(iv) the sale of agricultural produce on behalf of a <i>bona fide</i> farmer or market gardener on any land occupied by the farmer or market gardener or in the hawking of agricultural produce on behalf of the farmer or market gardener;</p> | Amendment of paragraph 2

Application |

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- (c) a person who holds a hawker's licence;
- (d) a person employed in—
 - (i) the manufacture of bread or bread stuff;
 - (ii) the reception, storage and treatment of fresh milk products;
 - (iii) the reception, storage and treatment of fish, meat, poultry, game, fruit and other perishable foodstuff;
 - (iv) the printing of news-papers;
 - (v) the delivery of ice to hospitals and nursing institutions during the day or at night; or
 - (vi) the sale, before midnight, of any programmes, catalogues or refreshments in a theatre, concert hall or other place of amusement during any performance;
- (e) a person in management; and
- (f) an employee in any occupation where—
 - (i) wages and conditions of employment are regulated through the process of collective bargaining conducted under the Industrial and Labour Relations Act; or
 - (ii) employee-employer relationships are governed by specific employment contracts attested by a proper officer;
 and such wages and conditions shall not be less favourable than the provisions of this Order.

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(2) For the avoidance of doubt, the provisions of this Order shall not be used as a basis for any negotiations in contracts of employment for any employees exempt under sub-paragraph (1).

Amendment of paragraph 4 3. Paragraph 4 of the principal Order is amended by the deletion of the marginal note and the substitution therefor of the following:

Minimum wages and conditions of employment

Amendment of paragraph 5 4. Paragraph 5 of the principal Order is amended by the deletion of the marginal note and the substitution therefor of the following:

Revocation of S.I. No. 56 of 2006

