

GOVERNMENT OF ZAMBIA

STATUTORY INSTRUMENT NO. 50 OF 2023

The Employment Code Act, 2019
(Act No. 3 of 2019)**The Employment Code (Shop Workers Minimum Wages and Conditions of Employment) Order, 2023**

IN EXERCISE of the powers contained in section 106 of the Employment Code Act, 2019, the following Order is made:

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| <p>1. (1) This Order may be cited as the Employment Code (Shop Workers Minimum Wages and Conditions of Employment) Order, 2023.</p> <p>(2) This Order shall come into operation on 1st January, 2024.</p> <p>2. (1) This Order shall apply to an employee.</p> <p>(2) This Order shall not apply to—</p> <p>(a) a person employed in, or in connection with, the motor trade industry or the petroleum industry;</p> <p>(b) a person employed in—</p> <p>(i) a shop for charitable purposes from which no profit is derived;</p> <p>(ii) the hawking of newspapers;</p> <p>(iii) the sale of agricultural produce on behalf of a <i>bona fide</i> farmer or a <i>bona fide</i> market gardener; or</p> <p>(iv) the hawking of agricultural produce on behalf of a <i>bona fide</i> farmer or market gardener;</p> <p>(c) a person who holds a hawker's licence;</p> <p>(d) a person employed in—</p> <p>(i) the reception, storage and treatment of fish, meat, poultry, game, fruit and other perishable foodstuff;</p> <p>(ii) the delivery of ice to hospitals or nursing institutions during the day or night; or</p> <p>(iii) the sale of any programmes, catalogues or refreshments in a theatre, concert hall or other place of amusement during a performance;</p> | <p>Title and commencement</p> <p>Application</p> |
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