



Table of Contents

1. Overview of the Economy.....	1
1.1.Domestic Economy.....	1
1.1.1. COVID-19 Pandemic in Zimbabwe.....	2
1.2.Global Economy.....	2
1.2.1. COVID-19 Pandemic Around the Globe.....	3
2. Inflation.....	4
3. Foreign Currency Market.....	6
4. Various Sectors of the Economy.....	10
4.1.Manufacturing Sector.....	10
4.1.1. New Highlights.....	10
4.2.Mining Sector.....	10
4.2.1. New Highlights.....	11
4.3.Agricultural Sector.....	11
4.3.1. New Highlights.....	11
5. Labour Market.....	12
5.1.Labour Force Participation Rate (LFPR).....	12
5.2.Employment to Population Ratio (EPR).....	12
5.3.Distribution of Employed Persons by Industry.....	13
5.4.Distribution of Employed Persons by Occupation.....	13
5.5.Distribution of Employed Persons by Highest Level of Education.....	13
5.6.Informal Economy.....	14
5.7.Wages – Collective Bargaining Agreements	14

1. Overview of the Economy

1.1.Domestic Economy

Zimbabwe faces continued cycles of economic challenges such as high inflation and prohibitive and volatile foreign exchange controls; which are currently being fueled by the COVID-19 pandemic. Nevertheless, the economy is still expected to rebound in 2021, mostly supported by a recovery of the agriculture sector characterized by a bumper harvest and also due to implementation of a rule-based monetary policy. The COVID-19 pandemic continues to negatively affect economic activity in the country, limiting employment growth and improvement in living standards. However, the government, through the Ministry of Health and Child Care, is already implementing a COVID-19 vaccination programme, since February 2021. The vaccination programme has been shown to be highly effective and one of the best not only in the Southern African region but also in the world. This will go a long way in managing the pandemic. The recent Statutory Instrument 127 of 2021 (SI 127-2021) announced by the government in May 2021 entails civil penalties for all economic agents that override the Banking and Use Promotion Act (24:24) and the Foreign Exchange Act (22:05). SI 127-2021 is not economically justifiable in the sense that not everyone or every business can easily access forex on the RBZ auction system. After all, the Zimbabwe dollar is currently overvalued on the auction market, hence its heightened depreciation in alternative markets. Currently, parallel rates range between ZW\$190 and ZW\$200 to US\$1. With the official exchange rate at

ZW\$97.14, parallel market premiums have now increased well beyond 50%. Since the promulgation of SI 127-2021, it is now at least 50% more expensive to buy US\$1 on the black market relative to the official market. SI 127-2021 is a threat to business continuity. Despite the economic hurdles posed by the pandemic and the country's "command economics", the Reserve Bank of Zimbabwe (RBZ) still believes that the anticipated economic growth of 7.4% in 2021 is attainable, anchored, mostly on fiscal sustainability, good agricultural sector performance, price and financial system stability. The central bank recently projected that annual inflation will fall below 25% by end of 2021. This is very unlikely given the current inflationary pressures largely driven by local currency money supply growth, large payment to farmers in respect of the maize bumper harvest, payments to government contractors as investment in infrastructure intensifies, and the not so efficient foreign currency auction system. In the recent 2021 mid-term budget review, the Ministry of Finance and Economic Development reviewed Gross Domestic Product (GDP) targets up to 7.8% arguing that the projection would be anchored on bullish international mineral prices, the scaling up of a vaccination drive to combat the COVID-19 pandemic as well as positive spin-offs from a good agricultural season following high rainfalls received in the past season.

Below is a summary of economic growth forecasts for Zimbabwe:

Table 1: Economic growth forecasts for Zimbabwe

Authority/Year	2020	2021	2022
World Bank	-10%	2.9%	-
International Monetary Fund (IMF)	-10.4%	3.1%	-
Ministry of Finance & Economic Development	-4.1%	7.8%	5.4%

Takeaway: the government's growth projections may not be realistic especially given the current threat of a third COVID-19 wave, the new imported B.1.617.2 variant and the effects of SI 127-2021. Government's immediate policy priorities should be biased towards liquidity management to stabilize exchange rates, controlling the spread of COVID-19, as well as ensuring adequate and widespread COVID-19 vaccine deployment.

1.1.1. COVID-19 Pandemic in Zimbabwe

Zimbabwe's COVID-19 situation report by the Ministry of Health and Child Care (MoHCC) as of 1 October 2021 indicated that there were 131 094 cumulative cases, 4 625 total deaths, 123 527 total recovered cases; with a 2 932 active cases and a recovery rate of approximately 91%. Zimbabwe continues to lead all mainland southern Africa when it comes to procuring and administering vaccines. The country set aside US\$100 million for COVID-19 vaccine acquisition. This month, the World Health Organization (WHO) rated Zimbabwe amongst the best countries in the world when it comes to buying and acquiring supplies of COVID-19 vaccines.

1.2.Global Economy

As vaccination campaigns are in progress, the global economy is slowly recovering from the COVI-19 pandemic. Most developed economies have already vaccinated large parts of their population, while the outcome is more mixed in developing countries. Global GDP growth in 2021 will be mainly consumer driven, as spending opportunities, mainly in services, are beginning to open up. Global GDP growth is likely to be threatened by the spread of new, more transmissible variants of the coronavirus as well as the recently reported Avian flue. Such a downside scenario may significantly push down growth in 2021 and even beyond. The World

Bank remains optimistic that the global economy will expand by approximately 4% in 2021, making a return to growth, following a 4.3% contraction in 2020. Below is a summary of economic growth forecasts for economies around the globe:

Table 2: Economic growth forecasts for economies around the globe

Economy/Year	2020	2021
United States of America (USA)	-3.6%	3.5%
Eurozone	-7.4%	3.6%
Japan	-5.3%	2.5%
China	-2%	7.9%
Emerging market & developing economies, including China	-2.6%	5%
Emerging market & developing economies, excluding China	-5%	3.4%
Low income economies	-0.9%	3.3%

Source: World Bank (2021)

As shown in table 2 above, in 2021, China is projected to experience the highest growth rebound of approximately 8%, following a 2% contraction in 2020. China's economy was outperforming in early-2021, but other regions have eventually caught up in recent months. Global trade is projected to grow by 6% in 2021, followed by a similar amount in 2022. According to the UNCTAD, world trade's recovery from the COVID-19 pandemic reached a record high in the 1st quarter of 2021, increasing by an estimated 10% year-on-year. This rebound has been mostly driven by exports from East Asian Economies, specifically China, while other developing regions and countries including Russia have experienced trade recovery more slowly. This rebound apparently continued into the 2nd quarter of the year, with combined value of goods and services reaching nearly \$6.6 trillion. Also, worthy to note on the global scenario is that prices of key raw materials for crude oil shot up by more than 100% in the global market. This implies that edible oils producers will need more foreign currency to maintain current production levels and meet demand. The surge in prices on the global market also shades more light on the sharp increase in the prices of cooking oil on the domestic market.

1.2.1. COVID-19 Pandemic Around the Globe

Table 3: COVID-19 situation around the globe as at 6 November 2021

Country	Total Cases	Total Deaths
USA	47 280 449	774 673
India	34 344 087	460 268
Brazil	21 862 458	609 112
UK	9 241 916	141 588
Russia	8 714 595	244 447
Turkey	8 178 901	71 724
France	7 199 332	117 875

Iran	5 973 457	127 053
Argentina	5 295 260	116 083
Spain	5 025 639	87 504

Source: WHO (2021)

Table 3 shows the leading countries in terms of total COVID-19 cases. As shown in table 3 above, the pandemic is continuously ravaging the world. USA is currently leading, globally, in terms of the number of total cases. Table 3 hints the need for all countries around the world to continue adhering to COVID-19 prevention and control measures as outlined by the World Health Organization (WHO). New coronavirus variants that are being detected pose a threat to the fight against the pandemic. This also indicates that the pandemic is far from ending and thus there is need for continued efforts to control it, by both government and the private sector.

Takeaway: It is important to note that vaccine development, investment, deployment and uptake around the globe is key to sustaining recovery of the global economy.

2. Inflation

Figure 1: Month-on-month inflation rates

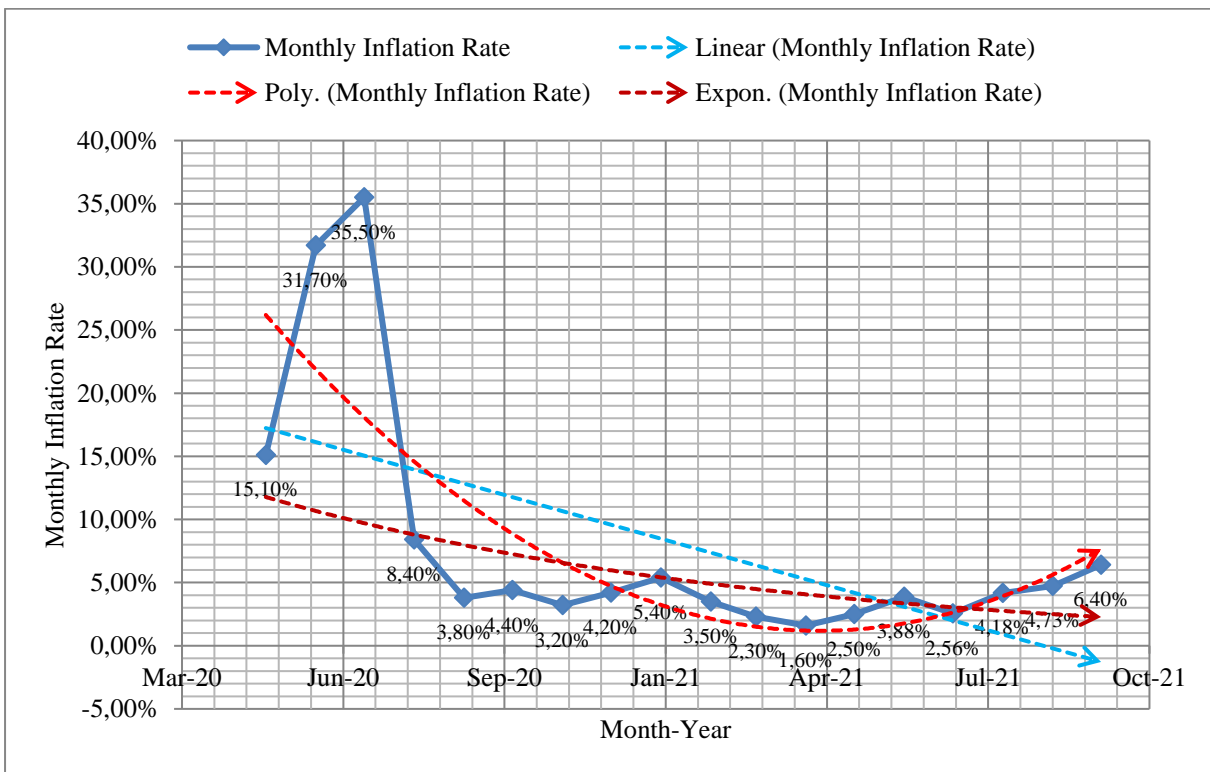
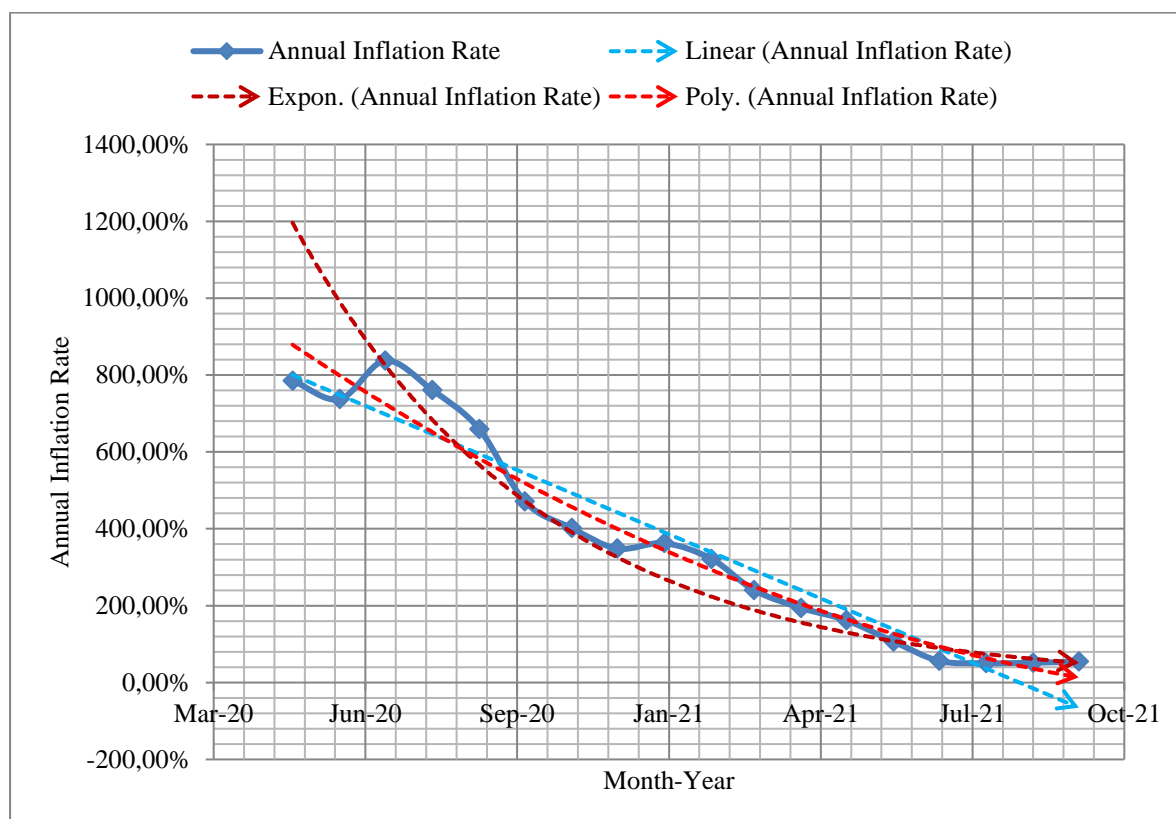


Figure 2: Annual inflation rates



Source of data: Zimbabwe National Statistics Agency (ZIMSTAT) (2021)

As shown in figures 1 and 2, Zimbabwe's annual inflation rate eased to 50.24% in August 2021 from 362.3% in January 2021. Since July 2020, annual inflation rate has been falling in the country, indicating the central bank's commitment to sustaining the disinflationary path. At the beginning of the year, the RBZ projected that year-on-year inflation will decline to less than 55% by end of the year 2021. The disinflationary trend is attributed to the introduction of a foreign exchange auction trading system in June 2020, which has played a pivotal role in restoring stability in the foreign exchange market. Figures 1 and 2, also show that monthly inflation has been generally declining over the period May 2020 to July 2021. However, the month of May 2021 witnessed a slight increase in month-on-month inflation from 1.6% in April 2021 to 2.5%. This marginal increase of 0.9% may have been triggered by the fluctuating exchange rate in alternative markets, which is still a basis of price determination for goods and services across the country. Similarly, the month of June witnessed a slight increase in month-on-month inflation from 2.5% in May 2021 to 3.88%. The marginal increase of almost 1.34% could be attributed to fluctuating exchange rates in alternative markets as necessitated by announcement of SI 127-2021. Figure 2 also shows that Zimbabwe's annual inflation for the month of August 2021 slowed down to 50.24%. Month-on-month inflation rate in July declined by approximately 34%, to about 2.56% from last month's 3.88%. Month-on-month inflation rate in August 2021 was 4.18%, gaining 1.62 percentage points on the July 2021 rate of 2.56%. In September 2021, inflation soared 4.73% - gaining 0.55 percentage points on the August inflation rate of 4.18%. Zimbabwe's month-on-month inflation for October climbed to 6.4%, its highest level since August 2020 when it touched its highest point of 8.4%. Furthermore, for the first time since January 2021, annual inflation increased from 50.24% in August 2021 to 51.55% in September 2021. The year on year inflation rate (annual percentage change) for the month of October 2021 stood at 54.49% up from 51.5% in September. This is the second

consecutive time annual inflation rate has trended upwards. It is important to note that parallel markets remain the basis of price determination for goods and services across the country.

Takeaway: inflation rate is likely to remain on a generally downwards trajectory given the central bank's conservative monetary policy stance. The recent developments indicate that annual inflation is likely to end the year between 47% to 65%.

3. Foreign Currency Market

During the month of September 2021, the USD gained against 9 out of 18 currencies in the basket under consideration and lost against 9 as shown in table 4 below. The USD lost the most against the Norwegian krone while it gained most against the Zimbabwean dollar. Just like in the months of July, August and September 2021, the USD neither gained nor lost value against the French franc during the month of October 2021. Table 5 below is a summary of the October 2021 exchange rate analysis:

Table 4: Exchange rate analysis

Currency/USD	1 October 2021	29 October 2021	Change (%)
Zimbabwean dollar	87.66530	97.13610	10.803
ZAR-South African rand	15.12375	15.13870	0.099
GBP-British pound	1.34550	1.37945	2.523
JPY-Japanese yen	111.24000	113.68500	2.198
BWP-Botswana pula	0.08835	0.08820	-0.17
CHF-Swiss franc	0.93225	0.91205	-2.167
AUD-Australian dollar	0.72130	0.75525	4.707
NOK-Norwegian krone	8.76450	8.34100	-4.832
SEK-Swedish krone	8.77240	8.51475	-2.937
CAD-Canadian dollar	1.27110	1.23475	-2.86
EUR	1.15775	1.16740	0.834
CNY-Chinese yuan	6.44665	6.39085	-0.866
INR-Indian rupee	74.23750	74.79000	0.744
BRL-Brazilian real	5.44330	5.64640	3.371
RUB-Russian ruble	72.88250	70.23245	-3.636
FRF-French franc	7.43295	7.43295	0

HKD-Hong Kong dollar	7.76795	7.76355	-0.057
ARS-Argentine Peso	98.7400	99.64000	0.912

Source of data: RBZ (2021)

The table below shows the daily midpoint rates of the Zimbabwe dollar/USD exchange rate for the month of October 2021. The Zimbabwe dollar lost value by an overall margin of 10.803% against the USD. It is important to remember that the Zimbabwe dollar remains overvalued in the auction market; this is the reason why it is always depreciating in alternative markets.

Table 5: Zimbabwe/USD exchange rate for October 2021

Date - October 2021	Midpoint Rate (Zimbabwe dollar/USD)–October 2021
1	87.66530
4	87.66530
5	87.66530
6	88.55320
7	88.55320
8	88.55320
11	88.55320
12	88.55320
13	90.07920
14	90.07920
15	90.07920
18	90.07920
19	90.07920
20	93.08100
21	93.08100
22	93.08100
25	93.08100
26	93.08100
27	97.13610
28	97.13610
29	97.13610

Source of data: RBZ (2021)

RBZ Foreign Currency Auction Market

The auction market resumed on the 12th of January 2021. So far, the USD has gained 18.33% against the Zimbabwean dollar, from 82.0914 as at 12 January 2021 to 97.13610 as at 29 October 2021.

Foreign exchange auction for 1st of week of October 2021

Table 6: Foreign exchange auction for 1st of week of October 2021:

PURPOSE	AMOUNT ALLOTTED SME AUCTION	AMOUNT ALLOTTED MAIN AUCTION
Raw Materials	3,247,758.50	15,226,564.09
Machinery and Equipment	3,595,447.33	8,272,309.33
Consumables (Incl. Spares, Tyres, Electricals, etc)	1,431,730.56	3,597,274.31
Services (Loans, Education, Dividends, Disinvestments, etc)	799,181.28	1,759,691.19
Retail and Distribution (Incl. Food, Beverages, etc)	997,704.92	3,573,549.89
Fuel, Electricity and Gas	29,354.10	129,343.11
Pharmaceuticals and Chemicals	405,158.72	2,131,929.23
Paper and Packaging	189,503.97	1,108,115.07
TOTAL	10,695,839.38	35,798,776.22
GRAND TOTAL AWARDED	46,494,615.60	

On the 1st week of October 2021, US\$46,494,615.60 was allocated to various sectors of the economy. As shown in table 6 above, most the funds were allocated towards machinery and equipment for SMEs while most of the funds were directed towards raw materials for the rest of economy.

Foreign exchange auction for 2nd week of October 2021

Table 8: Foreign exchange auction for 2nd week of October 2021:

PURPOSE	AMOUNT ALLOTTED SME AUCTION	AMOUNT ALLOTTED MAIN AUCTION
Raw Materials	2,428,873.54	11,010,262.22
Machinery and Equipment	2,482,427.55	7,822,826.32
Consumables (Incl. Spares, Tyres, Electricals, etc)	1,215,781.53	3,010,781.10
Services (Loans, Education, Dividends, Disinvestments, etc)	608,013.90	980,656.00
Retail and Distribution (Incl. Food, Beverages, etc)	666,473.29	3,286,166.59
Fuel, Electricity and Gas	19,910.71	0.00
Pharmaceuticals and Chemicals	368,996.62	1,139,496.66
Paper and Packaging	188,461.61	1,145,055.49
TOTAL	7,978,938.75	28,395,244.38
GRAND TOTAL AWARDED	36,374,183.13	

On the 2nd week of October 2021, US\$36,374,183.13 was allocated to various sectors of the economy. As shown in table 7 above, most the funds were allocated towards machinery and

equipment for SMEs while most of the funds were directed towards raw materials for the rest of economy.

Foreign exchange auction for 3rd week of October 2021

Table 8: Foreign exchange auction for 3rd week of October 2021:

PURPOSE	AMOUNT ALLOTTED SME AUCTION	AMOUNT ALLOTTED MAIN AUCTION
Raw Materials	3,049,941.67	13,799,777.83
Machinery and Equipment	3,460,523.13	9,877,882.27
Consumables (Incl. Spares, Tyres, Electricals, etc)	1,869,021.43	4,290,143.67
Services (Loans, Education, Dividends, Disinvestments, etc)	1,096,008.34	1,835,546.53
Retail and Distribution (Incl. Food, Beverages, etc)	985,439.47	3,309,357.86
Fuel, Electricity and Gas	-	87,142.85
Pharmaceuticals and Chemicals	356,694.20	2,181,884.67
Paper and Packaging	199,759.88	1,306,425.43
TOTAL	11,017,388.12	36,688,161.11
GRAND TOTAL AWARDED	47,705,549.23	

On the 3rd week of October 2021, US\$47,705,549.23 was allocated to various sectors of the economy. As shown in table 8 above, most the funds were allocated towards machinery and equipment for SMEs while most of the funds were directed towards raw materials for the rest of economy.

Foreign exchange auction for 4th week of October 2021

Table 9: Foreign exchange auction for 4th week of October 2021:

PURPOSE	AMOUNT ALLOTTED SME AUCTION	AMOUNT ALLOTTED MAIN AUCTION
Raw Materials	2,641,419.91	13,995,057.72
Machinery and Equipment	2,938,244.92	8,412,238.04
Consumables (Incl. Spares, Tyres, Electricals, etc)	1,334,586.82	2,993,185.24
Services (Loans, Education, Dividends, Disinvestments, etc)	736,398.20	1,302,000.75
Retail and Distribution (Incl. Food, Beverages, etc)	912,835.62	2,617,756.14
Fuel, Electricity and Gas	-	-
Pharmaceuticals and Chemicals	331,653.20	1,568,495.54
Paper and Packaging	152,123.92	821,597.67

TOTAL	9,047,262.59	31,710,331.10
GRAND TOTAL AWARDED	40,757,593.69	

In the 4th week of October 2021, US\$ 40,757,593.69 was allocated to various sectors of the economy. As shown in table 9 above, most the funds were allocated towards machinery and equipment for SMEs. Within the main auction, most of the funds were directed towards raw materials.

For the month of October 2021, US\$ 171,331,941.65 was accumulatively allocated to various sectors of the economy with the bulk of funds being committed towards machinery and equipment as well as raw materials.

Takeaway: There is no doubt, the auction system is playing a critical role in stabilizing the financial system and therefore, the central bank should continue conserving and supporting the foreign exchange auction system. However, parallel, or alternative market rates remain a cause for concern as they are now hovering between ZW\$190 and ZW\$200 against the official rate. This is, however, an indication that the auction foreign exchange market still has a long way to go in terms of meeting the requirements of economic agents in the country. In the short run, local currency is likely to weaken further, due to pressure coming from alternative markets and the increased demand for foreign currency. The RBZ is encouraged to tighten money supply and address the foreign exchange allotment backlog in order to deal with the gap between official and parallel exchange rates.

4. Various Sectors of the Economy

4.1. Manufacturing Sector

Employing at least 80,000 workers and contributing between 9% and 11% of exports and 12% to 14% of the country's GDP, the manufacturing sector remains one of the most strategic sectors in Zimbabwe. The sector's capacity utilization improved by 11% to 47% in 2020 from 36.4% in 2019. In 2021, capacity utilization is projected to rise to 61% on the back of a good agricultural season, COVID-19 vaccination programme, availability and access to foreign currency as well as improvements in electricity supply.

4.1.1. New Highlights

- ✓ Exports of processed foods increased by 18%. Under National Development Strategy 1 (NDS1), this upward trajectory is expected to continue.
- ✓ South African vehicle manufacturer expected to open plant in the country on the 1st of July 2021. This will go a long way in terms of job creation and stimulating economic growth.

4.2. Mining Sector

The sector is on track to achieve its target of generating US\$12 billion annual revenue by 2023. Under the US\$12 billion mining roadmap, gold is projected to contribute US\$4 billion, platinum US\$3 billion, while chrome, iron, steel, diamonds, and coal are expected to rake in US\$1 billion. Lithium is projected to bring-in US\$500 million while other minerals will contribute US\$1.5 billion. In the diamond mining sector, 3 million carats are expected to be produced in 2021. Various thermal power projects are reportedly in various stages of development within the coal and hydrocarbons sector. Companies within the chrome, nickel and steel sector are set to expand their capacities in 2021. Jinan Corporation, for instance, has reportedly started expanding its smelting capacity. Companies such as Zimplats, Unki and

Mimosa are expanding their operations with new projects reportedly in various stages of development.

4.2.1. New Highlights

- ✓ Removal of a clause (section 36) in the Finance Act (No. 2) of 2020 that was thought of as a re-introduction of the 51/49 shareholding structure in favor of indigenous entities.
- ✓ Nickel now the top forex earner, followed by gold and tobacco. ZimStats notes that the metal brought-in US\$985 million, tantamount to 22.4% of Zimbabwe's 2020 forex receipts.
- ✓ "use it or lose it" policy implemented by government with the aim of allocating mines to other companies willing to start production immediately.

4.3. Agriculture Sector

The Ministry of Agriculture, Fisheries, Water and Rural Resettlement's agriculture and food systems transformation strategy is set to achieve:

- ✓ 100% food security by 2022
- ✓ 100% increase in household income by 2024
- ✓ 40% increase in value addition by 2024
- ✓ Create 1 million jobs by 2030
- ✓ Boost exports by 60% before 2030
- ✓ 80% import substitution by 2024

Various programmes are already operational in order to enhance food security in the country and these include:

- ✓ Pfumvudza
- ✓ Accelerated Irrigation Rehabilitation
- ✓ Farm Mechanization (Belarus; John Deere)
- ✓ Local manufacture of farm implements
- ✓ More Food Africa
- ✓ Soil and Water Conservation

In the 2020/21 farming season, crop hectareage increased for crops such as maize, sorghum, soya beans, cotton and tobacco as shown below:

Table 10: Crop hectareage

Crop	Area planted during the 2019/20 season	Area planted during the 2020/21 season	% Change
Maize	1,549,324	1,821,030	17.5%
Sorghum	305,865	322,274	5.4%
Soya beans	33,599	79,359	136.2%
Cotton	304,703	382,157	25.4%
Tobacco	100,426	107,558	7.1%
Millet	166,429	160,144	-3.8%
Sunflower	24,595	15,843	-35.6%
Sesame	11,534	10,279	-10.9%

Source: Ministry of Agriculture, Fisheries, Water and Rural Resettlement (2021)

4.3.1. New Highlights

- ✓ Granadilla producer started exporting first fruits to the United Kingdom (UK), setting pace on the horticultural sector.
- ✓ Government is set invest US\$4 billion under the Presidential Inputs Scheme for grain production.
- ✓ The marketing season for cotton farmers started on the 18th of May 2021. Farmers have started delivering their bales, however; no payment has been done, cotton farmers are currently owed about ZW\$1.5 billion for the last crop season.
- ✓ Promulgation of SI 2021-97 – Grain Marketing (Control of Sale of Soya Beans). Under this new law, farmers should not store or transport above 100kgs of soya beans without permission from the Grain Marketing Board (GMB).
- ✓ Government to increase tobacco production to 300 million kilograms by 2025
- ✓ Tobacco sales for this season (which closed on the 14th of July 2021) increased by 31% to US\$515.9 million compared to last year's US\$393.9 million (Tobacco Industry Marketing Board, 2021).
- ✓ At least ZW\$13.2 billion worth of grain delivered to GMB. ZW\$8.3 billion has already been paid to the farmers.

5. Labour Market

The Labour Force Framework (LFF) developed by ZimStats in 2019 shows the following key statistics concerning the architecture of the labour market in Zimbabwe:

- ✓ Total population – 14,215,809
- ✓ Below 15 years – 6,114,294 (43%)
- ✓ 15 years and above – 8,101,515 (57%)
- ✓ Outside labour force – 4,638,003 (57%)
- ✓ Potential labour force – 2,291,623 (49%)
- ✓ Unemployed – 566,449 (16%)
- ✓ Youth (15-24 years) unemployment – 27%
- ✓ Youth (15-35 years) unemployment – 21%
- ✓ Employed – 2,897,064 (84%)

Unemployment, according to ZimStats, is the proportion of persons of working age who are without work, available for work and are actively seeking work. As indicated by the LFF, unemployment in Zimbabwe stands at 16%. However, a health economy should have an unemployment rate of about 5%. Zimbabwe's unemployment rate is an indication of underlying problematic macroeconomic fundamentals as well as the COVID-19 pandemic. Youth unemployment 27% for youths aged 15-35 years. Countries with highest youth unemployment in Africa are Namibia (39.5%) and Botswana (37.3%).

5.1.Labour Force Participation Rate (LFPR)

- ✓ Male LFPR – 53%
- ✓ Female LFPR – 34%

Takeaway: Economic policies that increase unemployment rates such as heavy labour market regulation lead to a decrease in labour force participation.

5.2.Employment to Population Ratio (EPR)

- ✓ National EPR – 36%
- ✓ Male EPR – 44%
- ✓ Female EPR – 29%

Zimbabwe's EPR is 36%. This low EPR means that an important proportion of the population in the working age is unemployed, which is also reflected in the country's lower GDP per

capita. It also indicates that, in this country, many people are struggling economically. This also means that Zimbabwe's ability to create jobs is still comprised. A good EPR should be at least 70% while an EPR of less than 50% is deemed low.

5.3. Distribution of Employed Persons by Industry

Table 11: Employment by industry

Industry	Distribution
Accommodation and food service	1.4%
Administrative and support service	1.7%
Human health and social work	2%
Public administration and defense	2.4%
Other services	2.5%
Transportation and storage	2.9%
Other industrial sectors	3.3%
Construction	3.6%
Household activity	5.7%
Education	6.8%
Mining and quarrying	7.2%
Manufacturing	7.5%
Retail trade	17%
Agriculture, forestry and fishing	36%

Source: ZimStats (2019)

As shown in table 11, most people, that is, 36%; are employed in the agriculture, forestry and fishing industry. The accommodation and food services industry only employs 1.4%.

5.4. Distribution of Employed Persons by Occupation

Table 12: Employment by occupation

Occupation	Distribution
Elementary occupations	29.4%
Skilled, agricultural, forestry and fishing	19.9%
Service and sales workers	17.7%
Craft and related trades	9.5%
Plant and machine	9.1%
Professionals	8.2%
Technicians	2.7%
Managers	1.9%
Clerical support workers	1.6%
Armed forces occupations	0.2%

Source: ZimStats (2019)

Most people (29.4%) are employed in elementary occupations. The occupation with the lowest employees is the armed forces occupation.

5.5. Distribution of Employed Persons by Highest Level of Education

Table 13: Employment by education level

Level of education	Distribution
ECE	0%
Primary	25.3%
Vocational – national	0.3%
Lower secondary	54.3%
Upper secondary	2.8%
Vocational - certificate	2%
Vocational - apprenticeship	3.5%
Tertiary - short cycle	3.3%
Tertiary - higher national	5.3%
Masters / Medical Doctors	1.2%
Ph.D	0%
No education	1.7%
Level not known	0

Source: ZimStats (2019)

Most people (54.3%) in Zimbabwe’s labour market hold a lower secondary qualification. About 1.7% have no education.

5.6. Informal Economy

According to ZimStats, the informal economy in Zimbabwe is categorized into informal sector and informal employment. Informal sector refers to an establishment not registered with the registrar of companies. However, enterprises involved in agricultural activities are not considered as in the informal sector. Informal employment includes own account workers, employers in their own informal sector enterprises, members of informal producers’ cooperatives as well as paid employees not entitled to pension funds by employer, paid annual leave, paid sick leave and written contract with employer. 34% of all employed persons are in the informal sector while 76% are informally employed. This implies that the informal economy in the country has become significant and can no longer be undermined as it now contributes to at least 48% of GDP and an estimated 42% of the total national employment.

5.7. Wages – Collective Bargaining Agreements

A minimum wage can be thought of as the price floor below which employees may not sell their labour. It can also be defined as the lowest remuneration that employers can legally pay their employees. While most countries around the globe have a nation-wide minimum wage that all workers must be paid, Zimbabwe is yet to have a mandatory minimum wage for workers. Pay rates are agreed upon directly with the employer through collective bargaining or other means of negotiating a fair minimum wage.

Table 13: Minimum wage for the lowest paid employee by sector or employment council

SECTOR OR EMPLOYMENT COUNCIL	MONTHLY MINIMUM (ZWL\$)	HOUSING ALLOWANCE	TRANSPORT ALLOWANCE	EFFECTIVE DATE	NEXT REVIEW DATE
Chemicals, Fertilizers, Battery and Plastics Manufacturing Industry					
Phosphates and Explosives	16 289.10			01/01/2021	
Paints and Printing Inks	14 000	52 USD	44 USD	01/04/2021	

Fertilizers and agro-chemicals	13 050	3 320	3 652	01/01/2021	
Industrial chemicals sector	12 500	40 USD or ZWL\$ equivalent	44 USD or ZWL\$ equivalent	01/01/2021	
Pharmaceutical and Beauty Care sector	12 595.73	40 USD or ZWL\$ equivalent	44 USD or ZWL\$ equivalent	01/01/2021	
Battery manufacturing	15 300	40 USD	22 USD	01/01/2021	31/12/2021
Plastics manufacturing	14 175	1 312.50	1 312.50	01/03/2021	
Welfare and Educational Institutions	200 USD	60 USD	43 USD	31/03/2021	
Air Transport	15 425	5 000	3 200	01/08/2021	
Detergents, Edible Oils and Fats Industry	17 100	3 800	3 600	01/04/2021	
Banking Undertaking	5 815.67 No agreement for 2021 but a 348.6% increase effected in January 2021			01/01/2020	
Printing, Packaging and Newspaper Industry	27 850			01/07/2021	
Medical and Allied Industry	222.50 USD			01/10/2021	
Harare Municipal Undertaking	11 710			01/01/2021	
Zimbabwe Schools Development Associations	10 000			07/05/2021	
Engineering, Iron and Steel Industry	19 500			01/07/2021	
Tourism industry	5 116.72	625	562.50	01/05/2021	
Funeral Industry Employers	14 026.74			01/03/2021	31/12/2021
Mining Industry	24 500 RTGS & 145 payable in USD			19/05/2021	
Cotton Industry	12 410			01/01/2021	

Food and Allied Industries					
Baking sector	19 000	2 000	1 750	01/04/2021	
Sweets and confectionary sector	17 200	2 150	1 850	01/04/2021	
Sugar refinery sector	18 900	2 050	2 100	01/04/2020	
Brewing and distilling sector	19 091.40	1 950	1 710	01/04/2021	
Food processing sector	17 150	3 045	2 100	01/04/2021	
Meat, Fish, Poultry, Abattoir, and Meat Processing sector	17 275.30	1 924	2 300	01/04/2021	
Lumber Milling, Timber Processing and Trading Industry	13 200			01/03/2021	
Construction Industry	127.04 <i>per hour plus</i>			01/11/2021	
Textile Industry	17 000			01/07/2021	
Clothing Industry	10 730.35			27/05/2021	
Agricultural Industry					
General agricultural sector	6 469			01/10/2021	
Tobacco sector (miscellaneous)	18 250			01/01/2021	
Cigarette and Tobacco Manufacturing Industry	13 200			29/01/2021	
Timber sector	10 750			01/10/2021	
Tea and Coffee sector	3500 ZWL and 20 USD component			01/10/2021	
Sugarcane sector	9 348			01/10/2021	
Horticulture sector	6 927			01/10/2021	
Agro sector	8 201			01/10/2021	
Kapenta sector	12 012			01/09/2021	
Catering Industry	14 612.13	2 534	1 267	16/04/2021	
Soft drinks Manufacturing	18 000			01/04/2021	
Motor Industry	15 000			04/04/2021	
Zimbabwe Revenue Authority Undertaking	31 170	7 033.29	7 901.59	01/01/2021	
Security Industry	8 500	1 500	10 <i>per shift</i>	01/04/2021	

Brick Making and Clay Products Manufacturing Industry	5 200			01/01/2021	
Insurance and Pensions Industry	16 390	4 750	3 960	01/01/2021	
Furniture	17 400			01/04/2021	
Cement and Lime and Allied Industry	16 569.36 No agreement for 2021 yet			01/07/2020	
Electronics, Communications, Radio, TV Manufacturing and Allied Industry	18 518.43			30/06/2021	31/12/2021
Commercial Sectors of Zimbabwe	12 000			01/04/2021	
Leather and Shoe, Sports Equipment, Animal Skin Processing and Taxidermy, Leather goods, Travel and Canvas goods Manufacturing Industries					
Travel goods sector	11 077.80	1 107.78	1 107.78	01/01/2021	
Canvas goods sector	11 077.80	1 107.78	1 107.78	01/01/2021	

Source: EMCOZ (2021)

Table 13 above details the registered minimum wage for the lowest paid employee by sector or employment council. The table shows the agreement time frame – not all sector use the same wage year, some start at the beginning of the calendar year, while others start in-between a year. Some sectors have a separate allowance for housing and transport, while others have an all-inclusive wage that is inclusive of all allowances. The sectors with empty boxes for housing and transport have all-inclusive wages. Sector wage negotiations have been observed to take longer periods, in some instances resulting in agreements being reached well into the year.