

EMPLOYMENT ACT  
(Cap. 47:01)

**REGULATION OF MINIMUM WAGES ORDER, 2008**  
(Published on 31st March, 2008)

ARRANGEMENT OF PARAGRAPHS

PARAGRAPH

1. Citation and commencement
2. Amendment of Minimum Wages Orders
3. New minimum wages
4. Revocation of S.I No. 15 of 2007

IN EXERCISE of the powers conferred on the Minister of Labour and Home Affairs by section 137 (4) of the Employment Act, and the recommendations of the Minimum Wages Board having been considered, the following Order is hereby made —

**1.** This Order may be cited as the Regulation of Minimum Wages Order, 2008, and shall come into operation on the 1st April, 2008. Citation and commencement

**2.** Notwithstanding the provisions of —

- (i) the Regulation of Wages (Building, Construction, Exploration and Quarrying Industries) Order;
- (ii) the Regulation of Wages (Wholesale and Retail Distributive Trades) Order;
- (iii) the Regulation of Wages (Manufacturing, Service and Repair Trades) Order;
- (iv) the Regulation of Wages (Hotel, Catering and Entertainment Trades) Order; and
- (v) the Regulation of Wages (Garage, Motor Trade and Road Transport) Order,

Amendment  
of Minimum  
Wages Orders

the basic minimum wages to be paid to employees in the trade or industries listed under paragraph 3 shall be as indicated in relation thereto, and the Orders mentioned herein shall be deemed to be amended accordingly.

**3.** The new minimum wages for the trades or industries listed in the first column hereunder are as indicated in the corresponding second column —

New  
minimum  
wages

*Trade or Industry*

*Basic Minimum Wage*

- |  |                |
|--|----------------|
| (a) (i) Building, Construction, Exploration, Quarrying Industries; | P3.80 per hour |
| (ii) Wholesale and Retail Distributive Trade;                      | P3.80 per hour |
| (iii) Manufacturing, Service and Repair Trades;                    | P3.80 per hour |
| (iv) Hotel, Catering and Entertainment Trades;                     | P3.80 per hour |
| (v) Garage, Motor Trade and Road Transport;                        | P3.80 per hour |
| (b) Retail Distributive Trade;                                     | P3.30 per hour |

- (c) Watchmen employed in the above Industries and Trades or any sector thereof; P3.20 per hour
  - (d) Domestic service sector; P2.10 per hour
  - (e) Agricultural sector; P408.00 per month
  - (f) Security Guards employed by security companies; P3.80 per hour.
4. The Regulation of Minimum Wages Order, is hereby revoked.

Revocation of  
S.I No. 15 of  
2007

MADE this 26th day of March, 2008.

MBIGANYI TIBONE,  
*Minister for Labour and Home Affairs.*

*L2/7/34 IV (84)*