

GOVERNMENT OF ZAMBIA

STATUTORY INSTRUMENT NO. 48 OF 2023

**The Employment Code Act, 2019**  
(Act No. 3 of 2019)

**The Employment Code (Minimum Wages and Conditions  
of Employment) (General) Order, 2023**

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

- |  |                        |
|--|------------------------|
| 1. (1) This Order may be cited as the Employment Code (Minimum Wages and Conditions of Employment) (General) Order, 2023.  | Title and commencement |
| (2) This Order shall come into operation on 1st January, 2024.   |                        |
| 2. (1) This Order shall apply to an employee.  | Application            |
| (2) This Order shall not apply to—   |                        |
| (a) an employee in the civil service;  |                        |
| (b) an employee of a local authority;  |                        |
| (c) a domestic worker;   |                        |
| (d) an employee in an occupation where wages and conditions of employment are governed by any agreement between an employer and employee providing for conditions which are not less favourable to the employee than the minimum conditions set out in this Order; |                        |
| (e) an employee in management;   |                        |
| (f) an employee whose conditions of service are more favourable than the applicable gross pay in this Order;   |                        |
| (g) an employee who is unionised and whose conditions of service are negotiated through the process of collective bargaining in accordance with the Industrial and Labour Relations Act; or  | Cap. 269               |
| (h) in a sector for which the Minister, by statutory instrument, has prescribed the minimum wage.  |                        |

(3) The provisions of this Order shall not be used as a basis for any negotiations in contracts of employment for an employee that is exempt under sub-paragraph (2).

Interpretation	3. In this Order, unless the context otherwise requires—
	“assistant sales person” means an employee engaged to attend to customers in a business but who does not completely effect a sale or register cash received;
Cap. 1	“child” has the meaning assigned to the word in the Constitution;
	“dependant” means a person who is eighteen years old or below and resides in the home of an employee but does not include that employee’s child;
S.I. No. of 2023	“domestic worker” has the meaning assigned to the words in the Employment Code (Domestic Workers Minimum Wages and Conditions of Employment) Order, 2023;
	“employee” means a worker specified in the Schedule or a worker equivalent to a worker specified in the Schedule;
	“employer” has the meaning assigned to the words in the Act;
Act No. 11 of 2002	“motor vehicle” has the meaning assigned to the words in the Road Traffic Act, 2002;
	“packer” means a person that packs and prepares goods for transportation or sale;
	“pump attendant” means a person who works at a filling station or garage where fuel is served to customers and whose duties include filling customers’ vehicles with fuel to the requested level, taking cash and providing change or preparing bank fuel charge slips;
	“sales person” means a person employed to—
	(a) attend to customers in a business for the purpose of completely effecting a sale;
	(b) display goods; or
	(c) keep and control stock;
	“service station attendant” means a person who works at a filling station or garage where fuel is served to customers and whose duties include checking the oil and water levels of a motor vehicle, cleaning windscreens, checking the air pressure of tyres and changing flat tyres;