

NATIONAL MINIMUM SALARIES

The Mozambican Government makes annual changes to the national minimum salaries applicable to groups of salaried employees whose employment conditions justify a guarantee of their protection.

Ministerial Order and no. 161/2007 of 31 December establishes the following sectors of activity for the purposes of fixing national minimum salaries:

Sector 1 – Agriculture, livestock farming, hunting and forestry

Sector 2 – Fisheries

Sector 3 – Mineral extraction industry

Sector 4 – Manufacturing industry

Sector 5 – Production and distribution industry

Sector 6 – Construction

Sector 7 – Non-financial service activities

Sector 8 – Financial activities

Sector 9 – Public administration, defence and security



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JORGE DIAS - MOÇAMBIQUE
Habitação ao Zero, 2004
Peneira em palha, insectos em arame e
tinta acrílica s/ unitex
84x84x13 cm
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the PLMJ Foundation

In turn, article 108(5) the Law of Employment establishes that *“the Government, after hearing the Employment Consultative Commission, establishes the national minimum salary or salaries.”* It is important to note that the Employment Consultative Commission was created by Decree no. 7/94 of 9 March, amended by Decree no. 2/2000 of 29 February.

Under the terms and for the purposes set out in the above mentioned article, the Government has approved the new national minimum salaries, which enter into force immediately and have retroactive effect as from 1 April 2015. These new national minimum salaries were published in Boletim da República (the Mozambican official Gazette), number 40, Series I on Wednesday, 20 March 2015, and are set out in the tables below.

Sector 1 – Ministerial Order no. 68/2015 of 20 May 2015	
Current Minimum Salary	Previous Minimum Salary
MZN 3183.00 (three thousand one hundred and eighty-three meticals)	MZN 3010.00 (three thousand and ten meticals)
<p>Notes:</p> <p>(i) The readjustment rate is 5.74%;</p> <p>(ii) Ministerial Order no. 77/2014 of 18 June, which established the minimum salary and Sector 1 in 2014, is repealed.</p>	

Sector 2 – Ministerial Order no. 69/2015 of 20 May 2015	
Current Minimum Salaries	Previous Minimum Salaries
<p>(i) MZN 3500.00 (three thousand five hundred meticals) in maritime industrial and semi-industrial fishing;</p> <p>(ii) MZN 3000.00 (three thousand meticals) in Kapenta fishing.</p>	<p>(i) MZN 3167.00 (three thousand one hundred and sixty-seven meticals);</p> <p>(ii) MZN 2857.00 (two thousand eight hundred and fifty-seven meticals).</p>
<p>Notes:</p> <p>(i) The readjustment rate in industrial and semi-industrial fishing and in Kapenta fishing is 10.5% and 5% respectively ;</p> <p>(ii) Ministerial Order no. 78/2014 of 18 June, which established the minimum salary and Sector 2 in 2014, is repealed.</p>	

Sector 3 – Ministerial Order no. 70/2015 of 20 May 2015

Current Minimum Salaries	Previous Minimum Salaries
<p>(i) MZN 5643.34 (five thousand six hundred and forty-three meticals and thirty-four cents) for work in large companies;</p> <p>(ii) MZN 4539.05 (four thousand five hundred and thirty-nine meticals and five cents) for work in quarries and sandpits;</p> <p>(iii) MZN 4176.00 (four thousand one hundred and seventy-six meticals) for work in salt beds.</p>	<p>(i) MZN 5350.00 (five thousand three hundred and fifty meticals);</p> <p>(ii) MZN 4136.00 (four thousand one hundred and thirty-six meticals);</p> <p>(iii) MZN 4010.00 (four thousand and ten meticals).</p>
<p>Notes:</p> <p>(i) The readjustment rate in large companies working in quarries, sandpits and salt beds is 5.48%, 5.17% and 4.13%, respectively;</p> <p>(ii) Ministerial Order no. 80/2014 of 18 June, which established the minimum salary and Sector 3 in 2014, is repealed.</p>	

Sector 4 – Ministerial Order no. 71/2015 of 20 May 2015

Current Minimum Salaries	Previous Minimum Salaries
<p>(i) MZN 4815.00 (four thousand eight hundred and fifteen meticals) for work in manufacturing industry;</p> <p>(ii) MZN 3790.00 (three thousand seven hundred and ninety meticals), as an exception, in the bread-making industry.</p>	<p>(i) MZN 4400.00 (four thousand four hundred and sixty-seven meticals);</p> <p>(ii) MZN 3496.00 (three thousand four hundred ninety-six meticals).</p>
<p>Notes:</p> <p>(i) The readjustment rate manufacturing industry and in bread-making industry is 9.43% and 8.44%, respectively.</p> <p>(ii) Ministerial Order no. 80/2014 of 18 June, which established the minimum salary and Sector 4 in 2014, is repealed.</p>	

Sector 5 – Ministerial Order no. 72/2015 of 20 May 2015

Current Minimum Salaries	Previous Minimum Salaries
<p>(i) MZN 5402.14 (five thousand four hundred and two meticals and fourteen cents) for work in large companies;</p> <p>(ii) MZN 4851.84 (four thousand eight hundred and fifty-one meticals and eighty-four cents) for work in small and medium-sized companies.</p>	<p>(i) MZN 4768.00 (four thousand seven hundred and sixty-eight meticals);</p> <p>(ii) MZN 4480.00 (four thousand four hundred and eighty meticals).</p>

Notes:

- (i) The readjustment rate in large companies and in small and medium-sized companies is **13.3%** and **8.3%**, respectively;
- (ii) Ministerial Order no. 81/2014 of 18 June, which established the minimum salary and Sector 5 in 2014, is repealed.

Sector 6 – Ministerial Order no. 73/2015 of 20 May 2015

Current Minimum Salary	Previous Minimum Salary
MZN 4483.25 (four thousand four hundred and eighty-three meticals and 25 cents).	MZN 3953.89 (three thousand nine hundred and fifty-three meticals and eighty-nine cents).

Notes:

- (i) The readjustment rate is **13.50%**;
- (ii) Ministerial Order no. 82/2014 of 18 June, which established the minimum salary and Sectors 6 in 2014, is repealed.



RENÉ TAVARES - SÃO TOMÉ E PRÍNCIPE

My sketches da série Drawing in Abstract Space, 2009

Acrílico, carvão, pastel e tinta-da-china s/ papel

42X29 cm

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Sector 7 – Ministerial Order no. 74/2015 of 20 May 2015

Current Minimum Salary	Previous Minimum Salary
MZN 4676.00 (four thousand six hundred and seventy-six meticals)	MZN 4228.00 (four thousand two hundred and twenty-eight meticals)
<p>Notes:</p> <p>(i) The readjustment rate is 10.59%;</p> <p>(ii) Ministerial Order no. 83/2014 of 18 June, which established the minimum salary and Sectors 7 in 2014, is repealed.</p>	

Sector 8 – Ministerial Order no. 75/2015 of 20 May 2015

Current Minimum Salaries	Previous Minimum Salaries
<p>(i) MZN 8050.00 (eight thousand and fifty meticals) for work banks and insurance companies;</p> <p>(ii) MZN 7800.00 (seven thousand eight hundred meticals) for work in micro-finance, micro-insurance and other financial intermediary auxiliary activities.</p>	<p>(i) MZN 7465.00 (seven thousand four hundred and sixty-five meticals);</p> <p>(ii) MZN 7241.00 (seven thousand two hundred and forty-one meticals).</p>
<p>Notes:</p> <p>(i) The readjustment rate in banks and insurance companies and micro-finance, micro-insurance and other financial intermediary auxiliary activities is 7.84% and 7.72%, respectively;</p> <p>(ii) Ministerial Order no. 84/2014 of 18 June, which established the minimum salary and Sector 8 in 2014, is repealed.</p>	

This newsletter was prepared by a multidisciplinary team made up of lawyers from TTA - Sociedade de Advogados and lawyers from PLMJ. This team was brought together under an agreement for international cooperation and membership of PLMJ International Legal Network, in strict compliance with applicable rules of professional ethics. This Newsletter is intended for general distribution to clients and colleagues and the information contained herein is provided as a general and abstract overview. It should not be used as a basis on which to make decisions and professional legal advice should be sought for specific cases. The contents of this Newsletter may not be reproduced, in whole or in part, without the express consent of the author. If you should require further information on this topic, please send an email to tta.geral@tta-advogados.com.

Edifício Millennium Park, Torre A, Avenida Vladimir Lenine, n. 174, 6º Dtº, Maputo, Moçambique
T. (+258) 84 3014479 . F. (+258) 21 303723 . E. tta.geral@tta-advogados.com . www.tta-advogados.com