

## NATIONAL MINIMUM SALARIES 2017 – 2018



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Every year, the Mozambican Government readjusts the national minimum salaries applicable to groups of employees whose working conditions justify their protection being ensured.

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

- Sector 1 – Agriculture, livestock, 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 services activities;
- Sector 8 – Financial activities
- Sector 9 – Public administration, defence and security.

In turn, article 108(5) of the Employment Law, approved by Law no. 23/2007 of 1 August, provides that “the Government, after hearing the Employment Consultative Committee, establishes the national minimum salary or salaries.” The Employment Consultative Committee was created by Decree no. 7/94 of 9 March, as amended by Decree no. 2/2000 of 29 February.

Under the terms and for the purposes set out in the above article, the Government approved the new national minimum salaries with effect from 1 April 2017, published in the Mozambican official gazette (Boletim da República) number 74, Series I of 12 May 2017, as set out in the tables below:

SECTOR 1 – MINISTERIAL ORDER NO. 31/2017 OF 12 MAY	
<b>Current Minimum Salary: 3642 MT (three thousand six hundred and forty-two meticais).</b>	Previous Minimum Salary: 3183 MT (three thousand one hundred and eighty-three meticais).
<b>Notes:</b> (i) The readjustment rate is <b>10,43%</b> . (ii) Repealed Ministerial Order no. 26/2016, of 11 May which established the minimum salary in Sector 1 in 2016/2017.	

SECTOR 2 – MINISTERIAL ORDER NO. 32/2017 OF 12 MAY	
<b>Current Minimum Salaries:</b> (i) <b>4615 MT (four thousand six hundred and fifteen meticais)</b> in industrial and semi-industrial maritime fishing; (ii) <b>3780 MT (three thousand seven hundred and eighty meticais)</b> in kapenta fishing.	<b>Previous Minimum Salaries:</b> (i) 3815 MT (three thousand eight hundred and fifteen meticais) in maritime fishing and semi-industrial; (ii) 3375 MT (three thousand three hundred and seventy-five meticais) in kapenta fishing.
<b>Notes:</b> (i) <b>The readjustment rates in industrial and semi-industrial maritime fishing, and in kapenta fishing are 20.97% and 12.00%, respectively;</b> (ii) Repealed Ministerial Order no. 27/2016 of 11 May, which established the minimum salary in Sector 2 in 2016/2017.	

SECTOR 3 – MINISTERIAL ORDER NO. 33/2017 OF 12 MAY	
<b>Current Minimum Salaries:</b> (i) <b>6963.67 MT (six thousand nine hundred and sixty-three meticais and sixty-seven cents)</b> for work in large companies; (ii) <b>5201.60 MT (five thousand two hundred and one meticais and sixty cents)</b> for work in quarries and sandpits; (iii) <b>4.731 MT (four thousand seven hundred and thirty-one meticais)</b> for work in salt beds.	<b>Previous Minimum Salaries:</b> (i) 6213.67 MT (six thousand two hundred and thirteen meticais and sixty-seven cents); (ii) 4907.17 MT (four thousand nine hundred and seven meticais and seventeen cents); (iii) 4.476 MT (four thousand four hundred and seventy-six meticais).
<b>Notes:</b> (i) The readjustment rates for work in large companies, work in quarries and sandpits and for work in salt beds are <b>12,07%, 6% e 5,7%</b> , respectively; (ii) Repealed Ministerial Order no. 28/2016 of 11 May which established the minimum salary in Sector 3 in 2016/2017.	

SECTOR 4 – MINISTERIAL ORDER NO. 34/2017 OF 12 MAY	
<b>Current Minimum Salaries:</b> (i) <b>5965 MT (five thousand nine hundred and sixty-five meticais)</b> for work in manufacturing industry; (ii) <b>4334 MT (four thousand three hundred and thirty-four meticais)</b> , as an exception, for the bread-making industry.	<b>Previous Minimum Salaries:</b> (i) 5200 MT (five thousand two hundred meticais); (ii) 3985 MT (three thousand nine hundred and eighty-five meticais).
<b>Notes:</b> (i) The readjustment rates in manufacturing industry and in the bread-making industry are <b>14.71% and 8.76%</b> , respectively. (ii) Repealed Ministerial Order no. 29/2016 of 11 May which established the minimum salary in Sector 4 in 2016/2017.	

SECTOR 5 – MINISTERIAL ORDER NO. 35/2017 OF 12 MAY	
<p><b>Current Minimum Salaries:</b></p> <p>(i) <b>7286 MT (seven thousand two hundred and eighty-six meticais)</b> for work in large companies;</p> <p>(ii) <b>6.002 MT (six thousand and two meticais)</b> for work in small and medium companies.</p>	<p><b>Previous Minimum Salaries:</b></p> <p>(i) 6036.71 MT (six thousand and thirty-six meticais and seventy-one cents);</p> <p>(ii) 5421.77 MT (five thousand four hundred and twenty-one meticais and seventy-seven cents).</p>
<p><b>Notes:</b></p> <p>(i) The readjustment rate in large companies is <b>20.69%</b> and in small and medium companies it is <b>10.7%</b>.</p> <p>(ii) Repealed Ministerial Order no. 30/2016 of 11 May which established the minimum salary in Sector 5 in 2016/2017.</p>	

SECTOR 6 – MINISTERIAL ORDER NO. 36/2017 OF 12 MAY	
<p><b>Salário Mínimo Actual:</b></p> <p>(i) <b>5436.70 MT (five thousand four hundred and thirty-six meticais and seventy cents)</b> for work in the construction sector.</p>	<p><b>Previous Minimum Salary:</b></p> <p>(i) 4886.74 MT (four thousand eight hundred and eighty-six meticais and seventy-four cents).</p>
<p><b>Notes:</b></p> <p>(i) The readjustment rate is <b>11,25%</b>.</p> <p>(ii) Repealed Ministerial Order no. 31/2016 of 11 May which established the minimum salary in Sector 6 in 2016/2017.</p>	

SECTOR 7 – MINISTERIAL ORDER NO. 37/2017 OF 12 MAY	
<p><b>Current Minimum Salary:</b></p> <p>(i) <b>5525 MT (five thousand five hundred and twenty-five meticais)</b> for work in non-financial services;</p> <p>(ii) <b>5328 MT (five thousand three hundred and twenty-eight meticais)</b> for the hotel subsector.</p>	<p><b>Previous Minimum Salary:</b> 5.050 MT (five thousand and fifty meticais).</p>
<p><b>Notes:</b></p> <p>(i) For 2017/2018, the hotel sector has been made independent.</p> <p>(ii) Therefore, the readjustment rate is <b>9.41%</b> for non-financial services work, and <b>5.5%</b> for the hotel subsector.</p> <p>(iii) Repealed Ministerial Order no. 32/2016 of 11 May which established the minimum salary in Sector 7 in 2016/2017.</p>	

SECTOR 8 – MINISTERIAL ORDER NO. 38/2017 OF 12 MAY	
<p><b>Current Minimum Salaries:</b></p> <p>(i) <b>10,400 MT (ten thousand four hundred meticais)</b> for work in banks and insurance companies;</p> <p>(ii) <b>9240 MT (nine thousand two hundred and forty meticais)</b> for work in micro-finances, micro-insurance and other ancillary financial intermediation work.</p>	<p><b>Previous Minimum Salaries:</b></p> <p>(i) 8750 MT (eight thousand seven hundred and fifty meticais); and</p> <p>(ii) 8400 MT (eight thousand four hundred meticais).</p>
<p><b>Notes:</b></p> <p>(i) The readjustment rate in banks and insurance companies, and micro-finances, micro-insurance and other ancillary financial intermediation work are <b>18.86%</b> and <b>10%</b>, respectively.</p> <p>(ii) Repealed Ministerial Order no. 33/2016 of 11 May which established the minimum salary in Sector 8 in 2016/2017.</p>	

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