

NATIONAL MINIMUM SALARIES 2018 – 2019



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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 2018, published in the Mozambican official gazette (Boletim da República) number 96, Series 1 of 16 May 2018, as set out in the tables below:

SECTOR 1 – MINISTERIAL ORDER NO. 40/2018 OF 16 MAY	
Current Minimum Salary: 4150 MT (four thousand one hundred and fifty meticaís).	Previous Minimum Salary: 3642 MT (three thousand six hundred and forty-two meticaís).
Notes: (i) The readjustment rate is 13.95% . (ii) Repealed Ministerial Order no. 31/2017 of 12 May which established the minimum salary in Sector 1 in 2017.	

SECTOR 2 – MINISTERIAL ORDER NO. 41/2018 OF 16 MAY	
Current Minimum Salaries: (i) 5115 MT (five thousand one hundred and fifteen meticaís) in industrial and semi-industrial maritime fishing; (ii) 4063 MT (four thousand and sixty-three meticaís) in kapenta fishing.	Previous Minimum Salaries: (i) 4615 MT (four thousand six hundred and fifteen meticaís) in industrial and semi-industrial maritime fishing; (ii) 3780 MT (three thousand seven hundred and eighty meticaís) in kapenta fishing.
Notes: (i) The readjustment rates in industrial and semi-industrial maritime fishing, and in kapenta fishing are 10.83% and 7.49% , respectively; (ii) Repealed Ministerial Order no. 32/2017 of 12 May, which established the minimum salary in Sector 2 in 2017.	

SECTOR 3 – MINISTERIAL ORDER NO. 42/2018 OF 16 MAY	
Current Minimum Salaries: (i) 8263.79 MT (eight thousand two hundred and sixty-three meticaís and sixty-nine meticaís and nine cents) for work in large companies; (ii) 5799.78 MT (five thousand seven hundred and ninety-nine meticaís and seventy-eight cents) for work in quarries and sandpits; (iii) 5018.04 MT (five thousand and eighteen meticaís and four cents) for work in salt beds.	Previous Minimum Salaries: (i) 6963.67 MT (six thousand nine hundred and sixty-three meticaís and sixty-seven cents) (ii) 5201.60 MT (five thousand two hundred and one meticaís and sixty cents) (iii) 4731 MT (four thousand seven hundred and thirty-one meticaís)
Notes: (i) The readjustment rates for work in large companies, work in quarries and sandpits and for work in salt beds are 18.67% , 11.5% and 6.07% , respectively; (ii) Repealed Ministerial Order no. 33/2017 of 12 May which established the minimum salary in Sector 3 in 2017.	

SECTOR 4 – MINISTERIAL ORDER NO. 43/2018 OF 16 MAY	
Current Minimum Salaries: (i) 6620 MT (six thousand six hundred and twenty meticaís) for work in manufacturing industry; (ii) 4700 MT (four thousand seven hundred meticaís) , as an exception, for the bread-making industry.	Previous Minimum Salaries: (i) 5965 MT (five thousand nine hundred and sixty-five meticaís); (ii) 4334 MT (four thousand three hundred and thirty-four meticaís).
Notes: (i) The readjustment rates in manufacturing industry and in the bread-making industry are 10.98% and 8.44% , respectively. (ii) Repealed Ministerial Order no. 34/2017 of 12 May which established the minimum salary in Sector 4 in 2017.	

SECTOR 5 – MINISTERIAL ORDER NO. 44/2018 OF 16 MAY

<p>Current Minimum Salaries:</p> <p>(i) 7796 MT (seven thousand seven hundred and ninety-six meticais) for work in large companies;</p> <p>(ii) 6422.14 MT (six thousand four hundred and twenty-two meticais and fourteen cents) for work in small and medium companies.</p>	<p>Previous Minimum Salaries:</p> <p>(i) 7286 MT (seven thousand two hundred and eighty-six meticais);</p> <p>(ii) 6002 MT (six thousand and two meticais).</p>
<p>Notes:</p> <p>(i) The readjustment rate in large companies and in small and medium companies is 7%.</p> <p>(ii) Repealed Ministerial Order no. 35/2017 of 12 May which established the minimum salary in Sector 5 in 2017.</p>	

SECTOR 6 – MINISTERIAL ORDER NO. 45/2018 OF 16 MAY

<p>Salário Mínimo Actual:</p> <p>(i) 5786.70 MT (five thousand seven hundred and eighty-six meticais and seventy cents) for work in the construction sector.</p>	<p>Previous Minimum Salary:</p> <p>(i) 5436.70 MT (five thousand four hundred and thirty-six and seventy cents).</p>
<p>Notes:</p> <p>(i) The readjustment rate is 6.44%.</p> <p>(ii) Repealed Ministerial Order no. 36/2017 of 12 May which established the minimum salary in Sector 6 in 2017.</p>	

SECTOR 7 – MINISTERIAL ORDER NO. 46/2018 OF 16 MAY

<p>Current Minimum Salary:</p> <p>(i) 6250 MT (six thousand two hundred and fifty meticais) for work in non-financial services.</p> <p>(ii) 5.878 MT (five thousand eight hundred and seventy-eight meticais) for the hotel subsector.</p>	<p>Previous Minimum Salary:</p> <p>(i) 5525 MT (five thousand five hundred and twenty-five meticais);</p> <p>(ii) 5328 MT (five thousand three hundred and twenty-eight meticais)</p>
<p>Notes:</p> <p>(i) The readjustment rate is 13.12% and 10.32%, respectively.</p> <p>(ii) Repealed Ministerial Order no. 37/2017 of 12 May which established the minimum salary in Sector 7 in 2017.</p>	

SECTOR 8 – MINISTERIAL ORDER NO. 47/2018 OF 16 MAY

<p>Current Minimum Salaries:</p> <p>(i) 11,897.60 MT (eleven thousand eight hundred and ninety-seven meticais and sixty cents) for work in banks and insurance companies;</p> <p>(ii) 10,570 MT (ten thousand five hundred and seventy meticais) for work in micro-finance, micro-insurance and other ancillary financial intermediation work.</p>	<p>Previous Minimum Salaries:</p> <p>(i) 10,400 MT (ten thousand four hundred meticais);</p> <p>(ii) 9240 MT (nine thousand two hundred and forty meticais).</p>
<p>Notes:</p> <p>(i) The readjustment rate in banks and insurance companies, and micro-finance, micro-insurance and other ancillary financial intermediation work is 14.40%</p> <p>(ii) Repealed Ministerial Order no. 38/2017 of 12 May which established the minimum salary in Sector 8 in 2017.</p>	

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