

Collective Bargaining Agreement: Agricultural Industry
(General Agriculture Sector)

IT is hereby notified that the Minister of Public Service, Labour and Social Welfare has, in terms of section 80(1) of the Labour Act [*Chapter 28:01*], approved the publication of the Collective Bargaining Agreement set out in the Schedule which further amends the agreement published in Statutory Instrument 116 of 2014, registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE
AGRICULTURAL INDUSTRY

COLLECTIVE BARGAINING AGREEMENT:
AGRICULTURE INDUSTRY
(GENERAL AGRICULTURE SECTOR)

Made and entered in accordance with the Labour Act [*Chapter 28:01*], as amended from time to time, between the Zimbabwe Agricultural Employers Organisation (ZAEO), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU), Commercial Farmers Union (CFU) and Zimbabwe Tobacco Association (ZTA) (herein referred to as “the employers” or “the employers’ organisations”), of the one part, and General Agriculture and Plantation Workers’ Union of Zimbabwe (GAPWUZ) and Horticulture, General Agriculture and Plantation Workers’ Union of Zimbabwe (HGAPWUZ) (herein referred to as “the employees” or “the trade unions”), of the other part, being parties to the National Employment Council for the Agricultural Industry of Zimbabwe to further amend the Collective Bargaining Agreement, published in Statutory Instrument 116 of 2014.

This further agreement shall be deemed to have come into operation on the 1st of July, 2020.

The employer party and employee party agreed that wages for the General Agriculture sector shall be as follows:

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(General Agriculture Sector)

GENERAL AGRICULTURE SECTOR	OLD MINIMUM WAGE	NEW MINIMUM WAGE EFFECTIVE 01 JULY, 2020 (88,33%)
GRADE	ZWL\$	ZWL\$
A1	1 200	2 260
A2	1 287	2 424
A3	1 417	2 669
B1	1 513	2 849
B2	1 620	3 051
B3	1 753	3 301
B4	1 900	3 578
B5	2 057	3 874
C1	2 220	4 181
C2	2 400	4 520

Exemptions/Reviews

An establishment or employees may apply to the National Employment Council within 14 days for an exemption or partial exemption/review from paying wages as set up in the above Schedule, stating the reasons why that application should be considered.

The agreement is binding on all organisations within the agricultural industry.

Signed at Harare on the 7th July, 2020.

F. ZONDO,
Chairman.

P. CHINGWE,
Vice Chairman.

D. MADYAUSIKU,
Chief Executive Officer.

