

Collective Bargaining Agreement: Agricultural Industry

---

IT is hereby notified that the Collective Bargaining Agreement set out in the Schedule, which amends the agreement published in Statutory Instrument 323 of 1993, has been registered in terms of section 79 of the Labour Relations Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE  
AGRICULTURAL INDUSTRY OF ZIMBABWE

COLLECTIVE BARGAINING AGREEMENT:  
AGRICULTURAL INDUSTRY (HORTICULTURE WAGES  
EFFECTIVE 1st DECEMBER, 2011)

Made and entered into in accordance with the provisions of the Labour Relations Act [*Chapter 28:01*], between the Zimbabwe Agricultural Employers Organisation, the Zimbabwe Commercial Farmers Union, the Zimbabwe Farmers Union, and employers representing Horticulture Sector (hereinafter referred to as "the employers"), as the one part, and the General Agriculture and Plantation Workers' Union of Zimbabwe (hereinafter referred to as "the employees" or "the trade union"), being parties to the National Employment Council for the Agricultural Industry to amend the principal agreement, published in Statutory Instrument 323 of 1993.

Now, therefore, it is recorded that:

The agreed new wages for Horticulture sector of Zimbabwe shall be as follows:—

The NEC Agriculture comprising the Social Parties that is GAPWUZ on the employees side and ZAEO, ZCFU, ZFU and employers representing Horticulture Sector on the employers side have agreed on wages of Horticulture Sector effective 1st December, 2011, as follows—

## Collective Bargaining Agreement: Agricultural Industry

---

### Horticulture Sector

New wages, with effect  
from December, 2011

Grade	US\$
A1	70,00
A2	76,00
A3	82,00
B1	88,00
B2	95,00
B3	102,00
B4	111,00
B5	119,00
C1	129,00
C2	139,00

### *Exemptions*

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

### *Declaration*

The employers and the trade unions, having arrived at the agreement set forth herein, the undersigned officers of the Council hereby declare that the foregoing agreement arrived at, and affix their signatures hereto.

Signed at Harare this 13th December, 2011.

.....  
**M. MUNYANYI,**  
**Chairman, Employee Representative.**

.....  
**D. H. CHIMBWANDA,**  
**Chairman, Employers Representative.**

.....  
**S. JERA,**  
**General Secretary NEC—Agriculture.**