

Collective Bargaining Agreement: Agricultural Industry

IT is hereby notified that the Minister of Labour and Social Services has, in terms of section 80 of the Labour Act [*Chapter 28:01*], published the amendment of the Collective Bargaining Agreement, published in Statutory Instrument 323 of 1993 and registered with the Registrar in terms of section 79 of the Labour Act [*Chapter 28:01*] as set out in the Schedule:—

SCHEDULE

**NATIONAL EMPLOYMENT COUNCIL AGRICULTURAL
INDUSTRY OF ZIMBABWE**

**COLLECTIVE BARGAINING AGREEMENT:
AGRICULTURAL INDUSTRY**

(KAPENTA SECTOR WAGES EFFECTIVE 1ST MARCH, 2013)

Made and entered into in accordance with the provisions of the Labour Relations Act [*Chapter 28:01*], between the Zimbabwe Agricultural Employers Organisation, Zimbabwe Commercial Farmers Union, Zimbabwe Farmers Union, Commercial Farmers Union, Kapenta Producers Association and Indigenous Kapenta Producers Association (hereinafter referred to as “the employers”), as the one part, and the General Agriculture and Plantation Workers’ Union of Zimbabwe; Horticulture, General Agriculture and Plantation Workers’ Union of Zimbabwe; and Kapenta Workers Union of Zimbabwe, as the other part (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 Statutory Instrument 323 of 1993.

NOW THEREFORE, it is recorded that the agreed new minimum wages for Kapenta sector in the agricultural industry of Zimbabwe shall be as follows—

The NEC Agriculture comprising the Social Parties that is GAPWUZ, KWUZ on the employees side and CFU, ZAEO, ZCFU, ZFU, KPA, ALB, IKPA, on the employers side have agreed on wages for Kapenta Sector effective 1st March, 2013, as follows—

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<i>Kapenta Sector</i>	<i>New wage, with effect from 1st March, 2013</i>
<i>Grade—</i>	<i>US\$</i>
A1.....	120,00
A2.....	130,00
A3.....	140,00
B1.....	151,00
B2.....	163,00
B3.....	176,00
B4.....	190,00
B5.....	206,00
C1.....	222,00
C2.....	240,00

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 is the agreement arrived at, affix their signatures hereto.

Signed at Harare this Thursday, 7th March, 2013.

M. MUNYANYI,
Chairperson, Employee Representative.

D. H. CHIMBWANDA,
Chairperson, Employers Representative.

S. JERA,
General Secretary NEC-Agricultural Industry.