

**Collective Bargaining Agreement: Agricultural Industry**

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

SCHEDULE

**NATIONAL EMPLOYMENT COUNCIL FOR THE  
AGRICULTURAL INDUSTRY OF ZIMBABWE**

**COLLECTIVE BARGAINING AGREEMENT:  
AGRICULTURAL INDUSTRY (GENERAL AGRICULTURE  
WAGES EFFECTIVE 1ST AUGUST, 2014)**

Made and entered into in accordance with the provisions of the Labour Act [*Chapter 28:01*] between the Zimbabwe Agricultural Employers Organisation (ZAEO), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers' Union (ZFU), Commercial Farmers' Union (CFU), Zimbabwe Tobacco Association (ZTA), (hereinafter referred to as "the employers"), as the one part, and the General Agriculture and Plantation Workers' Union of Zimbabwe (GAPWUZ), Horticulture, General Agriculture and Plantation Workers' Union of Zimbabwe (HGAPWUZ), as the other part (hereinafter referred to as the "employees" or "the trade unions"), being parties to the National Employment Council for the Agricultural Industry to amend the principal agreement, published in Statutory Instrument 116 of 2014:

NOW, THEREFORE, it is recorded that the agreed new minimum wages for General Agriculture sector in the Agricultural Industry of Zimbabwe as provided for in Statutory Instrument 116 of 2014, shall be as follows—

The NEC Agriculture comprising the Social Parties that is ZAEO, ZCFU, CFU, ZTA and ZFU on the employers side and

## Collective Bargaining Agreement: Agricultural Industry

GAPWUZ and HGAPWUZ on the employees side have agreed on wages of General Agriculture Sector effective from 1st August, 2014 as follows:

<b>GENERAL AGRICULTURE SECTOR</b>	<b>OLD WAGE</b>	<b>NEW WAGE EFFECTIVE 1st AUGUST 2014 (10,77%)</b>
<b>GRADE</b>	<b>USD</b>	<b>USD</b>
A1	65,00	72,00
A2	70,00	78,00
A3	76,00	84,00
B1	82,00	91,00
B2	88,00	97,00
B3	96,00	106,00
B4	103,00	114,00
B5	111,00	123,00
C1	120,00	133,00
C2	130,00	144,00

**NB:** All amounts on new wages have been rounded off to the nearest dollar.

### *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, affix their signatures hereto.

Signed at Harare this Friday 4th August, 2014.

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**D. H. CHIMBWANDA,**  
Chairman.

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**M. MUNYANYI,**  
Vice-Chairman.

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**S. JERA,**  
General Secretary.

