

Collective Bargaining Agreement: Agricultural Industry

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.

This agreement was registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE AGRICULTURAL  
INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: AGRICULTURAL INDUSTRY  
(GENERAL AGRICULTURE)

Made and entered in accordance with 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), Zimbabwe Tobacco Association (ZTA) (herein referred to as “employers or employers’ organisation”), of 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 (herein referred to as the “employees” or “the trade unions”), of the other party, 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 to come into operation on the 15th of June, 2018.

The employer party and employee party agreed on the following:

## Collective Bargaining Agreement: Agricultural Industry

GENERAL AGRICULTURE SECTOR	OLD WAGE	NEW WAGE EFFECTIVE 15 JUNE 2018 (6.67%)
GRADE	USD	USD
A1	75,00	80,00
A2	81,00	86,00
A3	88,00	94,00
B1	95,00	101,00
B2	101,00	108,00
B3	110,00	117,00
B4	119,00	127,00
B5	128,00	137,00
C1	139,00	148,00
C2	150,00	160,00

NB: All amounts 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 employer and the trade union, having arrived at the agreement set forth herein, the undersigned officers of the Council hereby declare the foregoing agreement arrived at, affix their signatures.

Signed at Harare on the 19th of July, 2018.

The agreement is binding on all companies within the Agriculture Industry.

D. H. CHIMBWANDA,  
Chairman—Employers' Representative.

F. ZONDO,  
Vice Chairman—Employees' Representative.

S. JERA,  
Chief Executive—NEC Agriculture.

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