

**Collective Bargaining Agreement: Agricultural Industry  
(Kapenta Sector)**

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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 Act.

SCHEDULE

**NATIONAL EMPLOYMENT COUNCIL FOR THE  
AGRICULTURAL INDUSTRY**

**COLLECTIVE BARGAINING AGREEMENT:  
AGRICULTURE INDUSTRY**

**(KAPENTA 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), Kapenta Producers Association (KPA) and Indigenous Kapenta Producers Association (IKPA) (herein referred to as “employers” or “employers’ organisations”), 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) and Kapenta Workers Union of Zimbabwe (KWUZ) (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 May, 2019.

The employer party and employee party agreed on the following:

Collective Bargaining Agreement: Agricultural Industry  
(Kapenta Sector)

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KAPENTA SECTOR

<b>Kapenta Sector</b>	<b>Old Wage</b>	<b>New Wage 1st May, 2019 (33,99%)</b>
<b>Grade</b>	<b>RTGS\$</b>	<b>RTGS\$</b>
A1	153,00	205,00
A2	166,00	222,00
A3	179,00	240,00
B1	193,00	259,00
B2	208,00	279,00
B3	225,00	301,00
B4	243,00	326,00
B5	263,00	352,00
C1	284,00	381,00
C2	306,00	410,00

Signed at Harare on the 2nd of May, 2019.

The agreement is binding on all organisations within the Agricultural Industry.

F. ZONDO,  
Chairman.

P. CHINGWE,  
Vice Chairman.

D. MADYAUSIKU,  
Chief Executive Officer.