

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 which further amends the agreement published in Statutory Instrument 116 of 2014, registered in terms of section 79 of the Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE  
AGRICULTURAL INDUSTRY

COLLECTIVE BARGAINING AGREEMENT:  
AGRICULTURAL INDUSTRY

Made and entered in accordance with the Labour Act [*Chapter 28:01*], as amended from time to time, between Kapenta Producers Association (KPA), Indigenous Kapenta Producers Association (IKPA), Zimbabwe Agricultural Employers Organisation (ZAEO), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU), Zimbabwe Tobacco Association (ZTA), Zimbabwe Tea Growers Association (ZTGA), Timber Producers Association (TPA), Zimbabwe Sugarcane Employers Organisation (ZSEO), Commercial Farmers Union (CFU), and Agro and Horticulture employer representatives (herein referred to as “the employers” or “the 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 24th of January, 2020.

The employer party and the employee party agreed on the following:

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ALL SUB SECTOR ALLOWANCES IN THE AGRICULTURAL INDUSTRY	OLD ALLOWANCES RTGS \$	NEW ALLOWANCES EFFECTIVE 24th JANUARY, 2020 ZWL \$
TYPE OF ALLOWANCES		
Transport	Actual cost to be paid by the employer	Actual cost to be paid by the employer
Accommodation	55,00	100,00
Fuel	12,00	40,00
Light	15,00	50,00

**Exemptions**

An establishment or employees may apply to the National Employment Council within fourteen days for an exemption or partial exemption/review from paying allowances as set up in the above schedule, stating the reasons why that application should be considered.

Signed at Harare this 24th January, 2020.

This agreement is binding on all organisations within the agricultural industry.

F. ZONDO,  
Chairman.

P. CHINGWE,  
Vice Chairman.

D. MADYAUSIKU,  
Chief Executive Officer.