

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(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 (TIMBER SECTOR)

Made and entered in accordance with the Labour Act [*Chapter 28:01*], as amended from time to time, between the Timber Producers Association (TPA), Zimbabwe Agricultural Employers Organisation (ZAEO), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU) and Commercial Farmers Union (CFU) (herein referred to as “employers” or “employers’ organisations”) of the one part, and the General Agriculture and Plantation Workers’ Union of Zimbabwe (GAPWUZ) and Horticulture, General Agriculture and Plantation Workers’ Union of Zimbabwe (HGAPWUZ) (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 in 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 1st of November, 2019.

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

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<b>TIMBER SECTOR</b>	<b>OLD MINIMUM WAGE</b>	<b>NEW MINIMUM WAGE EFFECTIVE 1st NOVEMBER 2019 (66,04%)</b>
<b>GRADE</b>	<b>ZWL\$</b>	<b>ZWL\$</b>
A1	265,00	440,00
A2	286,00	475,00
A3	307,00	510,00
B1	332,00	551,00
B2	360,00	598,00
B3	389,00	646,00
B4	420,00	697,00
B5	454,00	754,00
C1	491,00	815,00
C2	526,00	873,00

N.B. All amounts have been rounded off to the nearest ZWL \$1,00.

### *Exemptions/reviews*

An establishment or employee may apply to the National Employment Council within 14 days for an exemption or partial exemption/review from paying wages as set up in the above Schedule, stating the reasons why that application should be considered.

Signed at Harare on the 21st of November, 2019.

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

F. ZONDO,  
Chairman.

P. CHINGWE,  
Vice Chairman.

D. MADYAUSIKU,  
Chief Executive Officer.

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*Supplement to the Zimbabwean Government Gazette dated the 15th May, 2020.  
Printed by the Government Printer, Harare.*