

Collective Bargaining Agreement: Agricultural Industry
(Kapenta Sector)

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 Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE
AGRICULTURAL INDUSTRY

COLLECTIVE BARGAINING AGREEMENT:
AGRICULTURAL 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 “the employers” or “the employers’ organisations”), of the one part, and the Kapenta Workers Union of Zimbabwe (KWUZ), 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 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 March, 2020.

The employer party and employee party agreed on the following:

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

KAPENTA SECTOR	OLD MINIMUM WAGE	NEW MINIMUM WAGE EFFECTIVE 1st MARCH, 2020 (68%)
GRADE	ZWL\$	ZWL\$
A1	450,00	756,00
A2	488,00	820,00
A3	527,00	885,00
B1	569,00	956,00
B2	612,00	1 028,00
B3	660,00	1 109,00
B4	716,00	1 203,00
B5	773,00	1 299,00
C1	837,00	1 406,00
C2	900,00	1 512,00

Exemptions/Reviews

An establishment or employees 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 13th of March, 2020.

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

F. ZONDO,
Chairman.

P. CHINGWE,
Vice Chairman.

D. MADY AUSIKU,
Chief Executive Officer.

