

Collective Bargaining Agreement: Agricultural Industry
(Horticulture 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 as 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
(HORTICULTURE 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, Zimbabwe Commercial Farmers Union, Zimbabwe Farmers Union, Commercial Farmers Union and Horticultural employers' representatives (herein referred to as "employers" or "employers' organisations"), of the one part, and the General Agriculture and Plantation Workers' Union of Zimbabwe and Horticulture, General Agriculture and Plantation Workers' Union of Zimbabwe (herein referred to as the "employees" or "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 to come into operation on the 1st of February, 2020.

The employer party and employee party agreed on the following—

Collective Bargaining Agreement : Agricultural Industry
(Horticulture Sector)

HORTICULTURE SECTOR	OLD MINIMUM WAGE	NEW MINIMUM WAGE EFFECTIVE 1st FEBRUARY, 2020 (53.15%)
GRADE	ZWLS	ZWLS
A1	365	559
A2	393	602
A3	426	652
B1	460	704
B2	488	747
B3	529	810
B4	574	879
B5	619	948
C1	669	1 025
C2	722	1 106

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 26th of February, 2020.

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

F. ZONDO,
Chairman.

P. CHINGWE,
Vice chairman.

D. MADYAUSIKU,
Chief executive officer.