

Collective Bargaining Agreement : Agricultural Industry (Agro 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 Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE
AGRICULTURAL INDUSTRY
COLLECTIVE BARGAINING AGREEMENT:
AGRICULTURAL INDUSTRY
(AGRO SECTOR)

Made and entered in accordance with the Labour Act [*Chapter 28:01*], as amended from time to time, between the Agro employers representatives, Zimbabwe Agricultural Employers Organisation (ZAEO), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU) and Commercial Farmers Union (CFU) (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) 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 to come into operation on the 1st of February, 2020.

The employer party and employee party agreed on the following:

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AGRO SECTOR	OLD MINIMUM WAGES	MINIMUM WAGES EFFECTIVE 01 FEBRUARY 2020 (51%)
GRADE	ZWLS	ZWLS
A1	465	702
A2	497	750
A3	539	814
B1	584	882
B2	621	938
B3	681	1 028
B4	726	1 096
B5	788	1 190
C1	849	1 282
C2	918	1 386

Exemptions/Reviews

An establishment/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 14th of February, 2020.

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

F. ZONDO,
Chairman.

P. CHINGWE,
Vice Chairman.

D. MADYAUSIKU,
Chief Executive Officer.

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