

Collective Bargaining Agreement: Agricultural Industry (General  
Agriculture 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:  
AGRICULTURE INDUSTRY  
(GENERAL AGRICULTURE 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) and Zimbabwe Tobacco Association (ZTA) (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 come into operation on the 1st of May, 2020.

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

**Collective Bargaining Agreement: Agricultural Industry (General  
Agriculture Sector)**

GENERAL AGRICULTURE SECTOR	OLD MINIMUM WAGES	NEW MINIMUM WAGES EFFECTIVE 01 May 2020 (118.18%)
GRADE	ZWL\$	ZWL\$
A1	550,00	1 200,00
A2	590,00	1 287,00
A3	649,00	1 417,00
B1	694,00	1 513,00
B2	743,00	1 620,00
B3	804,00	1 753,00
B4	871,00	1 900,00
B5	943,00	2 057,00
C1	1 018,00	2 220,00
C2	1 100,00	2 400,00

*Exemptions/reviews*

An establishment or employer 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 this Friday, 22nd May, 2020.

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

F. ZONDO,  
Chairman.

P. CHINGWE,  
Vice Chairman.

D. MADYAUSIKU,  
Chief Executive Officer.

---

*Supplement to the Zimbabwean Government Gazette dated the 24th July, 2020.  
Printed by the Government Printer, Harare.*