

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 and was registered in terms of section 79 of the Act.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE
AGRICULTURAL INDUSTRY

COLLECTIVE BARGAINING AGREEMENT:
AGRICULTURE INDUSTRY
(AGRO 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 Agro employers representatives (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 in 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 July, 2020.

The employer party and the employee party agreed that minimum wages for the Agro sector shall be as follows:

**Collective Bargaining Agreement: Agricultural Industry
(Agro Sector)**

AGRO SECTOR	OLD MINIMUM WAGES	MINIMUM WAGES EFFECTIVE 1 JULY 2020 (90.20%)
GRADE	ZWL\$	ZWL\$
A1	1 551	2 950
A2	1 658	3 154
A3	1 799	3 422
B1	1 949	3 707
B2	2 073	3 943
B3	2 272	4 321
B4	2 422	4 607
B5	2 630	5 002
C1	2 833	5 388
C2	3 063	5 826

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.

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

Signed at Harare on the 10th of July, 2020.

F. ZONDO,
Chairman.

P. CHINGWE,
Vice Chairman.

D. MADY AUSIKU,
Chief Executive Officer.

