

Collective Bargaining Agreement: Agricultural Industry (General  
Agriculture Sector)

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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, which was registered in terms of section 79 of the Act.

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 October, 2020.

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

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<i>General agriculture sector</i>	<i>Former minimum wage</i>	<i>New minimum wage effective 1st October, 2020 (40.49%)</i>
<i>Grade</i>	ZWL\$	ZWL\$
A1	2 260	3,175
A2	2 424	3,405
A3	2 669	3,750
B1	2 849	4,002
B2	3 051	4,286
B3	3 301	4,637
B4	3 578	5,027
B5	3 874	5,442
C1	4 181	5,874
C2	4 520	6,350

*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.

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

Signed at Harare this Friday, 23rd October, 2020.

F. ZONDO,  
Chairman.

P. CHINGWE,  
Vice Chairman.

D. MADYAUSIKU,  
Chief Executive Officer.