

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, 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 (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 (ZAEO), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU), Commercial Farmers Union (CFU) and Horticulture 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 (GAPWUZ) (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 come into operation on the 1st of October, 2020.

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

	<i>Former minimum wage</i>	<i>New minimum wage effective 1st October, 2020 (41.18%)</i>
<i>Horticulture sector</i>		
<i>Grade</i>	ZWL\$	ZWL\$
A1	2 380	3,360

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(Horticulture Sector)**

<i>Horticulture sector</i>	<i>Former Minimum wage</i>	<i>New minimum wage effective 1st October, 2020 (41.18%)</i>
<i>Grade</i>	<i>ZWL\$</i>	<i>ZWL\$</i>
A2	2 562	3,617
A3	2 777	3,920
B1	3 000	4,235
B2	3 182	4,492
B3	3 449	4,870
B4	3 743	5,284
B5	4 036	5,698
C1	4 363	6,160
C2	4 708	6,646

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.

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

Signed at Harare on the 23rd of October, 2020.

F. ZONDO,
Chairman.

P. CHINGWE,
Vice Chairman.

D. MADYAUSIKU,
Chief Executive Officer.