

Collective Bargaining Agreement: Agricultural Industry (Agro 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, 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 social parties consulting the National Employment Council for the Agricultural Industry in Zimbabwe (NECAIZ), which are the Zimbabwe Agricultural Employers Organisation (ZAEO), Zimbabwe Commercial Farmers Union (ZCFU), Commercial Farmers Union (CFU), Agro employer representative (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 have agreed on wages of the Agro Sector effective from 1st September, 2020, as follows—

<i>Agro sector</i>	<i>Old minimum wage</i>	<i>New minimum wage effective 1st September, 2020 (55.93%)</i>
<i>Grade</i>	ZWL\$	ZWL\$
A1	2 950	4 600
A2	3 154	4 918

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<i>Tea and coffee sector</i>	<i>Former Minimum wage</i>	<i>New minimum wage effective 1st October, 2020 (55.93%)</i>
<i>Grade</i>	<i>ZWL\$</i>	<i>ZWL\$</i>
A3	3 422	5 336
B1	3 707	5 780
B2	3 943	6 148
B3	4 321	6 738
B4	4 607	7 184
B5	5 002	7 800
C1	5 388	8 402
C2	5 826	9 085

*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.

Signed at Harare on the 18th of September, 2020.

F. ZONDO,  
Chairman.

P. CHINGWE,  
Vice Chairman.

D. MADYAUSIKU,  
Chief Executive Officer.