

**Collective Bargaining Agreement: Agricultural Industry:  
(Tea and Coffee 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 and was registered in terms of section 79 of the Act [*Chapter 28:01*].

SCHEDULE

**NATIONAL EMPLOYMENT COUNCIL FOR THE  
AGRICULTURAL INDUSTRY:  
COLLECTIVE BARGAINING AGREEMENT:  
AGRICULTURAL INDUSTRY  
(TEA AND COFFEE SECTOR)**

Made and entered in accordance with Labour Act [*Chapter 28:01*] as amended from time to time, between the Zimbabwe Tea Growers' Association (ZTGA), Zimbabwe Agricultural Employers Organisation (ZAEO), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU) and Commercial Farmers Union (CFU) (herein referred to as the "employer party" or "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 "employee party" or "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 March, 2021.

The employer party and the employee party agreed on the following minimum wages for the Tea and Coffee sector:

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<b>TEA AND COFFEE SECTOR GRADE</b>	<b>FORMER MINIMUM WAGES ZWL\$</b>	<b>NEW MINIMUM WAGES EFFECTIVE 01 MARCH 2021 (25%)</b>
		<b>ZWL\$</b>
A1	3 401,00	4 251,25
A2	3 639,00	4 548,75
A3	3 942,00	4 927,50
B1	4 257,00	5 321,25
B2	4 594,00	5 742,50
B3	4 999,00	6 248,75
B4	5 329,00	6 661,25
B5	5 769,00	7 211,25
C1	6 218,00	7 772,50
C2	6 734,00	8 417,50

***Exemptions/Reviews***

An establishment or employees can 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 26th March, 2021.

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

**F. ZONDO,**  
**Chairperson-Employees' Representative**

**T. NYIRENDA,**  
**Vice Chairperson-Employers' Representative.**

**D. MADYUSIKU,**  
**Chief Executive Officer-NEC Agriculture.**