

**Collective Bargaining Agreement: Agricultural Industry
(General Agriculture 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. The agreement 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
(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), on the employers' side, and the General Agriculture and Plantation Workers' Union of Zimbabwe (GAPWUZ) and Horticulture, General Agriculture and Plantation Workers' Union of Zimbabwe (HGAPWUZ), on the employees' side, being parties to the National Employment Council for the Agricultural Industry in Zimbabwe (NECAIZ).

The parties agreed on minimum wages of the General Agriculture sector effective 1st March, 2012, as follows:

Collective Bargaining Agreement: General Agriculture Sector

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Agriculture Sector)**

GENERAL AGRICULTURE SECTOR	FORMER MINIMUM WAGE	NEW MINIMUM WAGE EFFECTIVE 01 MARCH 2021 (25%)
GRADE	ZWLS	ZWLS
A1	3 175,00	3 969,00
A2	3 405,00	4 256,00
A3	3 750,00	4 688,00
B1	4 002,00	5 003,00
B2	4 286,00	5 358,00
B3	4 637,00	5 796,00
B4	5 027,00	6 284,00
B5	5 442,00	6 803,00
C1	5 874,00	7 343,00
C2	6 350,00	7 938,00

Exemptions/Reviews

An establishment or employee may apply to the National Employment Council within 14 days for an exemptions 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 this 10th March, 2021.

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

F. ZONDO,
Chairman—Employees Representative.

P. CHINGWE,
Vice Chairman—Employers' Representative.

D. MADYAUSIKU,
Chief Executive Officer—NEC Agriculture