

**Collective Bargaining Agreement: Agricultural Industry:
Kapenta 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 and was registered in terms of section 79 of the Act.

SCHEDULE

**NATIONAL EMPLOYMENT COUNCIL FOR THE
AGRICULTURAL INDUSTRY:**

**COLLECTIVE BARGAINING AGREEMENT: AGRICULTURAL
INDUSTRY (KAPENTA SECTOR)**

Made and entered in accordance with the Labour Act [*Chapter 28:01*], as amended from time to time, between Zimbabwe Agricultural Employers Organisation (ZAEO), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU), Commercial Farmers Union (CFU) and Zimbabwe Kapenta Producers Association (ZKPA) (herein referred to as “the employer party” or “the employers’ organisations”), of the one part, and the Kapenta Workers Union of Zimbabwe (KWUZ), 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 “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 January, 2021.

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

**Collective Bargaining Agreement: Agricultural Industry:
Kapenta Sector**

KAPENTA SECTOR	FORMER MINIMUM WAGE	NEW MINIMUM WAGE EFFECTIVE 1st JANUARY, 2021 (40%)
GRADE	ZWL\$	ZWL\$
A1	5 000,00	7 000,00
A2	5 422,00	7 591,00
A3	5 856,00	8 198,00
B1	6 322,00	8 851,00
B2	6 800,00	9 520,00
B3	7 333,00	10 266,00
B4	7 956,00	11 138,00
B5	8 589,00	12 025,00
C1	9 300,00	13 020,00
C2	10 000,00	14 000,00

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.

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

Signed at Harare on the 11th of February, 2021.

F. ZONDO,
Chairman – Employees’ Representative.

P. CHINGWE,
Vice Chairman – Employers’ Representative.

D. MADYAUSIKU,
Chief Executive Officer – NEC Agriculture.