

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 was registered in terms of section 79 of the Act.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE
AGRICULTURAL INDUSTRY:

COLLECTIVE BARGAINING AGREEMENT: AGRICULTURE
INDUSTRY (HORTICULTURE SUBSECTOR)

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 Agro employer representatives (herein referred to as “the employer parties”), 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 parties”) of the other part.

The employer parties and the employee parties, being parties to the National Employment Council for the Agricultural Industry in Zimbabwe, have agreed to abide by the arbitral award delivered on 31st March, 2023, covering the period 1st September, 2022 to 30th November, 2022, on minimum wages of the Horticulture subsector. Parties further agreed on 28th July, 2023, to vary the arbitral award minimum wage into two components for the month of July, 2023, only for the purpose of processing payments as follows:

1. A component fixed in the United States dollar of 60% using the Interbank rate of 20th July which stood at **USD1: 4,752.27140** payable in the Zimbabwe dollar, and a further component payable in the United States dollar of 40%.

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Schedule: Arbitral Award Minimum wages for the Horticulture subsector for the month of July, 2023 only.

GRADING SCHEDULE	FORMER MINIMUM WAGE 1 ST JUNE, 2022	FORMER MINIMUM WAGES 20 TH JUNE, 2023 USD1: 6,860.23030	ARBITRAL AWARD MINIMUM WAGES AGREEMENT EFFECTIVE 1 ST SEPTEMBER, 2022	ARBITRAL AWARD MINIMUM WAGES JULY, 2023 ONLY PAYABLE IN USD	ARBITRAL AWARD MINIMUM WAGES JULY, 2023 ONLY CONVERTED AT INTER-BANK RATE	MINIMUM WAGES AT INTER-BANK RATE AS AT 20 TH JULY, 2023 USD1: 4,752.27140
GRADE	USD (CONVERTED)	ZWD	USD	USD COMPONENT	USD (CONVERTED)	ZWD
A1	65	445 915	76	30	46	216 704
A2	70	480 216	82	33	49	233 812
A3	76	521 378	89	36	53	253 771
B1	82	562 539	96	38	58	273 731
B2	87	596 840	102	41	61	290 839
B3	94	644 862	110	44	66	313 650
B4	101	692 883	118	47	71	336 461
B5	109	747 765	128	51	77	364 974
C1	118	809 507	138	55	83	393 488
C2	128	878 109	150	60	90	427 704

NB: Figures have been rounded off to the nearest USD and Zimbabwean Dollar.

Exemptions/Reviews

Establishments or employees may apply to the National Employment Council for exemption or partial exemption/review from paying wages as set up in the above schedule, stating the reasons why that application should be considered, within 14 days of the date of agreement.

Declaration

The employers and the trade unions having arrived at the agreement set forth herein, the undersigned officer of the Council

hereby declare that the foregoing is the agreement arrived at and affix their signatures hereto.

Signed at Harare on the 28th of July, 2023.

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

F. ZONDO,
Chairperson—Employees' Representative.

T. NYIRENDA,
Vice Chairperson—Employers' Representative.

D. MADYAUSIKU,
Chief Executive Officer—NEC Agriculture.

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