

[CAP. 28:01

Collective Bargaining Agreement: Agricultural Industry in
Zimbabwe (Tea and Coffee Sub-sector)

IT is hereby notified, in terms of section 80 of the Labour Act [Chapter 28:01], that the Minister has approved the publication of the Collective Bargaining Agreement set out in the Schedule.

The agreement has been registered in terms of section 79 of the said Act.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE
AGRICULTURAL INDUSTRY IN ZIMBABWE
(TEA AND COFFEE SUB-SECTOR)

The social parties constituting the National Employment Council for the Agricultural Industry in Zimbabwe (NECAIZ), which are Zimbabwe Tea Growers' Association (ZTGA), Zimbabwe Agricultural Employers Organisation (ZAEO), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU) and Commercial Farmers Union (CFU), 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, have agreed that monthly wages for the Tea and Coffee sub-sector shall retain Zimbabwean dollar and United States dollar components, with the following provisions applying:

1. The actual Zimbabwean dollar component of employees' actual wages, as they stood on 14th January, 2022, shall be increased by at least 35% with effect from 15th January, 2022, and the actual United States dollar component of employees' actual wages, as they stood on 31st January, 2022, shall be increased by at least 5% with effect from 1st February, 2022.

2. Further to clause 1, the Zimbabwean dollar and United States dollar components of all employees' wages shall not be less than the minimum amounts stated in the Schedule below:

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TEA AND COFFEE SUB-SECTOR	FORMER MINIMUM WAGE (ZWL COMPONENT)	NEW MINIMUM WAGE (ZWL COMPONENT) (35%) EFFECTIVE 15 TH JANUARY, 2022	FORMER MINIMUM WAGE (USD COMPONENT)	NEW MINIMUM WAGE (ZWL COMPONENT) (5%) EFFECTIVE 1 ST FEBRUARY, 2022
GRADE	ZWL\$	ZWL\$	US\$	US\$
A1	3,500	4,725.00	20.00	21.00
A2	3,745	5,055.75	21.00	22.00
A3	4,057	5,476.95	23.00	24.00
B1	4,381	5,914.35	25.00	26.00
B2	4,727	6,381.45	27.00	28.00
B3	5,145	6,945.75	29.00	31.00
B4	5,484	7,403.40	31.00	32.00
B5	5,937	8,014.95	34.00	36.00
C1	6,399	8,638.65	37.00	38.00
C2	6,998	9,447.30	40.00	42.00

Exemptions/Reviews

Establishments or employees may apply 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 to the National Employment Council.

Declaration

The employers and the trade unions having arrived at the agreement set forth herein, the undersigned officers of the Council hereby declare that the foregoing is the agreement arrived at and affix their signatures hereto.

Signed at Harare this Thursday, 24th February, 2022.

F. ZONDO,
Chairperson—Employees' Representative.

T. NYIRENDA,
Vice Chairperson—Employers' Representative.

D. MADYAUSIKU,
Chief Executive Officer—NEC Agriculture.