

Collective Bargaining Agreement: Agricultural Industry (General
Agriculture 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 was registered in terms of section 79 of the said Act.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE
AGRICULTURAL INDUSTRY IN ZIMBABWE

(GENERAL AGRICULTURE SUB-SECTOR)

The social parties constituting the National Employment Council for the Agricultural Industry in Zimbabwe (NECAIZ), which are 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 have agreed on minimum monthly wages of the Horticulture sub-sector, effective 15th of May, 2022, as follows:

1. With effect from 1st June, 2022, the minimum wages payable to employees in the Zimbabwean dollar shall be determined by converting the applicable United States dollar at the auction rate prevailing on the twenty-third (23rd) day of the month for which remuneration is due to the employees.

2. The Zimbabwean dollar minimum monthly wages payable for the period 15th–31st May, 2022, shall be determined by converting the applicable United States dollar minimum wages to the Zimbabwean dollar at the auction rate prevailing on 9th June, 2022, which stood at US\$1: ZW\$325.

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S.I. 175 of 2022

| GENERAL AGRICULTURE SUBSECTOR | FORMER MINIMUM WAGE | NEW MINIMUM WAGE EFFECTIVE 15 TH MAY, 2022 | MINIMUM WAGE EFFECTIVE 15 TH -31 ST MAY, 2022 [ZW\$ EQUIVALENT AT AUCTION RATE OF 9 TH JUNE, 2022] |
|-------------------------------|---------------------|---|---|
| GRADE | ZW\$ | US\$ | ZW\$ |
| A1 | 8,550 | 60 | 19,520 |
| A2 | 9,167 | 64 | 20,886 |
| A3 | 10,098 | 71 | 22,975 |
| B1 | 10,777 | 76 | 24,583 |
| B2 | 11,541 | 81 | 26,304 |
| B3 | 12,485 | 87 | 28,408 |
| B4 | 13,535 | 94 | 30,681 |
| B5 | 14,655 | 102 | 33,135 |
| C1 | 15,817 | 110 | 35,786 |
| C2 | 17,099 | 119 | 38,649 |

NB. Figures have been rounded off to the nearest Zimbabwean dollar or United States dollar, as appropriate.

Exemptions/Reviews

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

Declaration

The employers organisations 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, 9th June, 2022.

F. ZONDO,
Chairperson—Employees' Representative.

T. NYIRENDA,
Vice Chairperson—Employers' Representative.

D. MADYAUSIKU,
Chief Executive Officer—NEC Agriculture.