

[CAP. 28:01

Collective Bargaining Agreement: Agricultural Industry in Zimbabwe (Horticulture 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 Act.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE AGRICULTURAL INDUSTRY IN ZIMBABWE

(HORTICULTURE SUB-SECTOR)

The social parties constituting the National Employment Council for the Agricultural Industry in Zimbabwe (NECAIZ), which are the Zimbabwe Agricultural Employers Organisation (ZAE0), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU), Horticultural Development Council (HDC), Commercial Farmers Union (CFU) and Horticulture employers' representatives 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 wages of the Horticulture sub-sector, effective the 1st of February, 2022, as follows:

HORTICULTURE SUBSECTOR	FORMER MINIMUM WAGE	NEW MINIMUM WAGE EFFECTIVE 1ST FEBRUARY, 2022 (32.81%)
GRADE	ZWL	ZWL\$
A1	6,927	9,200
A2	7,456	9,902
A3	8,081	10,732
B1	8,730	11,594
B2	9,261	12,300
B3	10,040	13,334

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HORTICULTURE SUBSECTOR	FORMER MINIMUM WAGE	NEW MINIMUM WAGE EFFECTIVE 1ST FEBRUARY, 2022 (32.81%)
B4	10,893	14,467
B5	11,747	15,601
C1	12,699	16,866
C2	13,700	18,195

NB. Figures have been rounded off to the nearest 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 above, stating the reasons why that application should be considered, within 14 days of the date of agreement.

Declaration

The employers and 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 14th March, 2022.

F. ZONDO,
Chairperson—Employees' Representative.

T. NYIRENDA,
Vice Chairperson—Employers' Representative.

D. MADYAUSIKU,
Chief Executive Officer—NEC Agriculture.