

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

(MINIMUM WAGES OF 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 on the following provisions concerning minimum wages of the Tea and Coffee sub-sector effective 15th May, 2022, for the Zimbabwean dollar component and the 1st June, 2022, for United States dollar component as follows:

1. The Schedule below provides the minimum monthly wages for the Tea and Coffee sub-sector in the United States dollar. The minimum wages provided in the Schedule are those effective from 15th May, 2022, and those effective from 1st June, 2022.

2. The minimum wages payable to employees in May, 2022, shall be determined by converting the agreed USD component of USD32,00 to the Zimbabwean dollar at the Interbank Rate prevailing on the 16th May, 2022, which stood at USD1:ZWS\$283,65460.

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S.I. 177 of 2022

Signed at Harare this Thursday, 2nd June, 2022.

TEA AND COFFEE SUB-SECTOR	FORMER MINIMUM WAGE (ZWL COMPONENT)	FORMER MINIMUM WAGE (USD COMPONENT)	NEW MINIMUM WAGE (USD COMPONENT) TO BE CONVERTED TO ZW\$ EFFECTIVE 15 TH MAY, 2022	NEW MINIMUM WAGE EFFECTIVE 15 TH MAY 2022(ZWL COMPONENT AT INTEBANK RATE OF 16 TH MAY, 2022)	NEW MINIMUM WAGE EFFECTIVE 1 ST JUNE, 2022
GRADE	ZWL	US\$	US\$	ZWL	US\$
A1	4,725	21	32	9,077	25
A2	5,056	22	35	9,928	26
A3	5,477	24	38	10,779	28
B1	5,914	26	41	11,630	31
B2	6,381	28	44	12,481	33
B3	6,946	31	47	13,332	36
B4	7,403	32	51	14,466	38
B5	8,015	36	55	15,601	41
C1	8,639	38	59	16,736	45
C2	9,447	42	64	18,154	48

NB: Figures have been rounded off to the nearest ZWL1 or US\$1, as appropriate.

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.

F. ZONDO,
Chairperson—Employees’ Representative.

T. NYIRENDA,
Vice Chairperson—Employers’ Representative.

D. MADYAUSIKU,
Chief Executive Officer—NEC Agriculture.