

Collective Bargaining Agreement: Agricultural Industry in
Zimbabwe (Horticulture Sub-sector)

IT is hereby notified, in terms of section 80(1) 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(MINIMUM WAGES FOR THE 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 (ZAEO), 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 April, 2022, as follows:

1. All employees in the Horticulture sub-sector shall receive a basic wage which is at least twenty percent (20%) higher than their actual basic wage as at 31st March, 2022.

2. Effective 1st May, 2022, all employees in the Horticulture sub-sector shall receive a basic wage which is at least twenty percent (20%) higher than their actual basic wage as at 30th April, 2022.

3. No employee in the Horticulture sub-sector shall receive a basic wage which is lower than the minimum wage prescribed for his/her grade in the Schedule below (Minimum wages are to be paid in actuals).

HORTICULTURE SUBSECTOR	FORMER MINIMUM WAGE	MINIMUM WAGE EFFECTIVE 1ST APRIL, 2022 (20%)	MINIMUM WAGE EFFECTIVE 1ST MAY, 2022 (20%)
GRADE	ZWL\$	ZWL\$	ZWL\$
A1	9 200,00	11 040,00	13 248,00
A2	9 902,00	11 883,00	14 259,00
A3	10 732,00	12 879,00	15 455,00
B1	11 594,00	13 913,00	16 696,00
B2	12 300,00	14 759,00	17 711,00
B3	13 334,00	16 001,00	19 201,00
B4	14 467,00	17 360,00	20 832,00
B5	15 601,00	18 721,00	22 466,00
C1	16 866,00	20 239,00	24 286,00
C2	18 195,00	21 834,00	26 201,00

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 Friday, 29th April, 2022.

F. ZONDO,
Chairperson—Employees’ Representative.

T. NYIRENDA,
Chairperson Employers’ Representative.

D. MADYAUSIKU,
Chief Executive Officer.