

Collective Bargaining Agreement: Agricultural Industry in
Zimbabwe: Timber Sub-sector

IT is hereby notified, in terms of section 80 of the Labour Act [Chapter 28:01], 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 Act.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE
AGRICULTURAL INDUSTRY IN ZIMBABWE

(MINIMUM MONTHLY WAGES FOR TIMBER SUB-SECTOR)

The social parties constituting the National Employment Council for the Agricultural Industry in Zimbabwe (NECAIZ), which are Timber Producers Association (TPA), 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 Timber sub-sector effective 1st May, 2022, as follows:

1. Wages may be paid to employees in the United States dollar or the Zimbabwean dollar.

2. The Schedule below provides the minimum monthly wages for the Timber sub-sector in the United States dollar.

3. The minimum wages payable to employees in the Zimbabwean dollar shall be determined by converting the applicable United States dollar minimum wage to the Zimbabwean dollar at the interbank rate prevailing on the twentieth day of the month for which remuneration is due to the employees.

4. The Schedule below provides the equivalent Zimbabwean dollar minimum monthly wages for the month of May, 2022, only. The interbank rate used to determine the Zimbabwean dollar minimum monthly wage for May, 2022, is that of 20th May, 2022, which stood at US\$1: ZWL291.11170.

TIMBER SUB-SECTOR	FORMER MINIMUM WAGE	NEW MINI- MUM WAGE EFFECTIVE 1ST MAY, 2022	NEW MINIMUM WAGE EFFECTIVE 1ST MAY, 2022 (ZWL EQUIVALENT AT INTEBANK RATE OF 20TH MAY, 2022)
			GRADE
A1	14 200,00	88	25 618,00
A2	15 336,00	95	27 667,00
A3	16 456,00	102	29 688,00
B1	17 774,00	110	32 066,00
B2	19 296,00	120	34 812,00
B3	20 850,00	129	37 617,00
B4	22 483,00	139	40 562,00
B5	24 336,00	151	43 905,00
C1	26 294,00	163	47 437,00
C2	28 163,00	175	50 809,00

NB: Figures have been rounded off to the nearest ZWL\$.

Exemptions/Reviews

Establishments or employees may apply to the National Employment Council 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.

Declaration

The employer and the trade union having arrived at the agreement set forth therein, 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, 2nd June, 2022.

F. ZONDO,
Chairperson—Employees' Representative.

T. NYIRENDA,
Vice Chairperson—Employers' Representative.

D. MADYAUSIKU,
Chief Executive Officer—NEC Agriculture.