

Collective Bargaining Agreement: Agricultural Industry: Agro Sector

IT is hereby notified that the Minister of Public Service, Labour and Social Welfare has, in terms of section 80(1) of the Labour Act [Chapter 28:01], approved the publication of the Collective Bargaining Agreement set out in the Schedule which further amends the agreement published in Statutory Instrument 116 of 2014, registered in terms of section 79 of the Act.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE  
AGRICULTURAL INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: AGRICULTURAL  
INDUSTRY (AGRO SECTOR)

Made and entered in accordance with the Labour Act [Chapter 28:01], as amended from time to time, between the Zimbabwe Agricultural Employers Organisation (ZAEO), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU), Commercial Farmers Union (CFU) and Agro employer representatives (herein referred to as “the employer party” or “the employers’ organisations”), of the one part, and the General Agriculture and Plantation Workers’ Union of Zimbabwe (GAPWUZ) and Horticulture, General Agriculture and Plantation Workers’ Union of Zimbabwe (HGAPWUZ) (herein referred to as “the employee party” or “the trade unions”), of the other part. The employer party and the employee party, being parties to the National Employment Council for the Agricultural Industry in Zimbabwe.

This further agreement shall be deemed to have come into operation on the 1st of August, 2021.

The employer party and the employee party agreed on the following minimum wages for the Agro sector:

Collective Bargaining Agreement: Agro Sector

Agro sector	Former minimum wages	Minimum wages effective 1st August 2021 (21.5%)
GRADE	ZWL\$	ZWL\$
A1	6,750	8,201
A2	7,217	8,769
A3	7,830	9,513
B1	8,482	10,306
B2	9,022	10,962
B3	9,887	12,013
B4	10,542	12,809
B5	11,446	13,907
C1	12,329	14,980
C2	13,331	16,197

**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.

The agreement is binding on all organisations within the agricultural industry.

Signed at Harare on the 20th of August, 2021.

F. ZONDO,  
Chairperson—Employees’ Representative.

T. NYIRENDA,  
Vice Chairperson—Employers’ Representative.

D. MADYAUSIKU,  
Chief Executive Officer—NEC Agriculture.