

Collective Bargaining Agreement: Agricultural Industry: Agro Sector

AGRO SECTOR	FORMER MINIMUM WAGES	MINIMUM WAGES EFFECTIVE 1ST NOVEMBER 2021 (40%)
GRADE	ZWL\$	ZWL\$
B1	10 306,00	14 428,00
B2	10 962,00	15 347,00
B3	12 013,00	16 818,00
B4	12 809,00	17 933,00
B5	13 907,00	19 470,0
C1	14 980,00	20 972,00
C2	16 197,00	22 676,00

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

Option to pay wages in foreign currency

Establishments with the capacity to pay wages to employees in the United States dollar are encouraged to do so provided that the actual wages paid to employees shall not be less than the wages prescribed for the employees' grades in the above Schedule.

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 12th of November, 2021.

F. ZONDO,
Chairperson – Employees' Representative.

T. NYIRENDA,
Vice Chairperson – Employers' Representative.

D. MADYAUSIKU,
Chief Executive Officer – NEC Agriculture.

*Supplement to the Zimbabwean Government Gazette dated the 31st December, 2021.
Printed by the Government Printer, Harare.*

Statutory Instrument 290 of 2021.

[CAP. 28:01

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 was registered in terms of section 79 of the Act and which further amends the agreement published in Statutory Instrument 116 of 2014.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE AGRICULTURAL INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: AGRICULTURE 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, agreed on the following minimum wages for the Agro sector with effect from 1st November, 2021 as follows—

AGRO SECTOR	FORMER MINIMUM WAGES	MINIMUM WAGES EFFECTIVE 1ST NOVEMBER 2021 (40%)
GRADE	ZWL\$	ZWL\$
A1	8 201,00	11 481,00
A2	8 769,00	12 277,00
A3	9 513,00	13 318,00

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