

Collective Bargaining Agreement: Agricultural Industry  
(General Agriculture 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 Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE  
AGRICULTURAL INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: AGRICULTURAL  
INDUSTRY (GENERAL AGRICULTURE 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), and Zimbabwe Tobacco Association (ZTA), 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, being parties to the National Employment Council for the Agricultural Industry in Zimbabwe.

The parties agreed on the following minimum wages for the General Agriculture sector with effect from the 1st of January, 2022—

1. No employee in the General Agriculture sector shall receive a basic wage which is lower than the minimum wage prescribed for his/her grade in the Schedule below:

Schedule: Minimum Wages for the General Agriculture Sector

General Agriculture Sector	Former minimum wage	New minimum wage effective 1st January, 2022 (32.17%)
Grade	ZWL\$	ZWL\$
A1	6 469	8 550

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General Agriculture Sector	Former minimum wage	New minimum wage effective 1st January, 2022 (32.17%)
A2	6 936	9 167
A3	7 640	10 098
B1	8 154	10 777
B2	8 732	11 541
B3	9 446	12 485
B4	10 241	13 535
B5	11 088	14 655
C1	11 967	15 817
C2	12 937	17 099

**NB.** Figures have been rounded off to the nearest Zimbabwean dollar.

2. The minimum wages set out in this collective bargaining agreement may be adjusted by agreement of the social parties hereto provided that the effective date of such adjustment shall be on a date after 31st January, 2022.

*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.

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

Signed at Harare this 26th day of January, 2022.

F. ZONDO,  
Chairman – Employees Representative.

T. NYIRENDA,  
Vice Chairperson – Employers’ Representative.

D. MADYAUSIKU,  
Chief Executive Officer – NEC Agriculture.