

Collective Bargaining Agreement: Agricultural Industry (Kapenta 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.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE
AGRICULTURAL INDUSTRY
COLLECTIVE BARGAINING AGREEMENT: AGRICULTURAL
INDUSTRY (KAPENTA 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 Zimbabwe Kapenta Producers Association (ZKPA) (herein referred to as “the employers” or “the employers’ organisations”), of the one part, and the Kapenta Workers Union of Zimbabwe (KWUZ), 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 employees” or “the trade unions”), of the other part, being parties to the National Employment Council for the Agricultural Industry of Zimbabwe to further amend the collective bargaining agreement published in Statutory Instrument 116 of 2014.

This further agreement shall be deemed to have come into operation on the 1st of September, 2020.

The employer party and employee party agreed that minimum wages for the Kapenta sector shall be as follows:

Collective Bargaining Agreement: Agricultural Industry (Kapenta Sector)

KAPENTA SECTOR	FORMER MINIMUM WAGE	NEW MINIMUM WAGE EFFECTIVE 1ST SEPTEMBER, 2020 (61.29%)
GRADE	ZWL\$	ZWL\$
A1	3 100,00	5 000,00
A2	3 362,00	5 422,00
A3	3 630,00	5 856,00
B1	3 920,00	6 322,00
B2	4 216,00	6 800,00
B3	4 547,00	7 333,00
B4	4 932,00	7 956,00
B5	5 325,00	8 589,00
C1	5 765,00	9 300,00
C2	6 200,00	10 000,00

Exemptions/Reviews

An establishment or employees may apply to the National Employment Council within 14 days for an exemption or partial exemption/review from paying wages as set up in the above Schedule, stating the reasons why that application should be considered.

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

Signed at Harare on the 9th of September, 2020.

F. ZONDO,
Chairman.

P. CHINGWE,
Vice Chairman.

D. MADYAUSIKU,
Chief Executive Officer.