

**Collective Bargaining Agreement: Agricultural Industry (Timber Sector)**

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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 (TIMBER SECTOR)**

Made and entered in accordance with the Labour Act [*Chapter 28:01*], as amended from time to time, between the Timber Producers Association (TPA), Zimbabwe Agricultural Employers Organisation (ZAEo), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU), and Commercial Farmers Union (CFU) (herein referred to as “the employer party” or “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, being parties to the National Employment Council for the Agricultural Industry in 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 the employee party agreed that minimum wages for the Timber sector shall be as follows:

TIMBER SECTOR	OLD MINIMUM WAGE	NEW MINIMUM WAGE EFFECTIVE 1st SEPTEMBER, 2020 (60%)
GRADE	ZWL\$	ZWL\$
A1	3 000,00	4 800,00

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TIMBER SECTOR	OLD MINIMUM WAGE	NEW MINIMUM WAGE EFFECTIVE 1st SEPTEMBER, 2020 (60%)
A2	3 240,00	5 184,00
A3	3 476,00	5 562,00
B1	3 755,00	6 008,00
B2	4 076,00	6 522,00
B3	4 405,00	7 048,00
B4	4 750,00	7 600,00
B5	5 141,00	8 226,00
C1	5 555,00	8 888,00
C2	5 950,00	9 520,00

*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 11th of September, 2020.

F. ZONDO,  
Chairman.

P. CHINGWE,  
Vice Chairman.

D. MADYAUSIKU,  
Chief Executive Officer.