

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

SCHEDULE

**NATIONAL EMPLOYMENT COUNCIL FOR THE  
AGRICULTURAL INDUSTRY  
COLLECTIVE BARGAINING AGREEMENT: AGRICULTURE  
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), Commercial Farmers Union (CFU) 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, to further amend the Collective Bargaining Agreement published in Statutory Instrument 116 of 2014. The parties agreed on the following minimum wages for the General Agriculture sector with effect from the 1st of October, 2021 as follows—

1. All employees in the General Agriculture sector shall receive a basic wage which is at least thirty-two and half percent (32.5%) higher than their basic wage as at 30th September, 2021, subject to clause 2.
2. 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 1 <sup>ST</sup> OCTOBER 2021 (32.5%)
GRADE	ZWL\$	ZWL\$
A1	4 882,00	6 469,00

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GENERAL AGRICULTURE SECTOR	FORMER MINIMUM WAGE	NEW MINIMUM WAGE EFFECTIVE 1 <sup>ST</sup> OCTOBER 2021 (32.5%)
GRADE	ZWL\$	ZWL\$
A2	5 235,00	6 936,00
A3	5 766,00	7 640,00
B1	6 154,00	8 154,00
B2	6 590,00	8 732,00
B3	7 129,00	9 446,00
B4	7 729,00	10 241,00
B5	8 368,00	11 088,00
C1	9 032,00	11 967,00
C2	9 764,00	12 937,00

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

3. The minimum wages set out in this collective bargaining agreement may be amended by agreement of the social parties who are party hereto provided that the effective date of such amendment shall be no earlier than 1st December, 2021.

*Exemptions/Reviews*

Establishments or employees may apply to the National Employment Council for exemption or partial exemption or 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.

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

Signed at Harare this 30th of October, 2021.

F. ZONDO,  
Chairman—Employees Representative.

T. NYIRENDA,  
Vice Chairman—Employers' Representative.

D. MADYAUSIKU,  
Chief Executive Officer—NEC Agriculture.