

Collective Bargaining Agreement: Agricultural Industry: Tea and
Coffee 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: AGRICULTURE
INDUSTRY (TEA AND COFFEE SECTOR)

Made and entered in accordance with the Labour Act [*Chapter 28:01*], as amended from time to time, between the Zimbabwe Tea Growers' Association (ZTGA), 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 "trade unions"), of the other part, being parties to the National Employment Council for the Agricultural Industry in Zimbabwe.

The employer party and the employee party have agreed that wages of the Tea and Coffee Sector, effective from 1st October, 2021, shall comprise Zimbabwean dollar and United States dollar components as follows:

TEA AND COFFEE SECTOR	FORMER MINIMUM WAGE	NEW MINIMUM WAGE (ZWL COMPONENT)	NEW MINIMUM WAGE (USD COMPONENT)
		EFFECTIVE 1ST OCTOBER, 2021	EFFECTIVE 1ST OCTOBER 2021
GRADE	ZWL\$	ZWL\$	US\$
A1	5 144,00	3 500,00	20,00
A2	5 504,00	3 745,00	21,00
A3	5 962,00	4 057,00	23,00
B1	6 439,00	4 381,00	25,00

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B2	6,948	4,727	27
B3	7,561	5,145	29
B4	8,060	5,484	31
B5	8,726	5,937	34
C1	9,405	6,399	37
C2	10,185	6,998	40

N.B. Figures have been rounded off to the nearest Zimbabwean dollar/
United States dollar.

Exemptions/Reviews

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

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

Signed at Harare on the 11th October, 2021.

F. ZONDO,
Chairperson—Employees' Representative.

T. NYIRENDA,
Vice Chairperson—Employers' Representative.

D. MADYAUSIKU,
Chief Executive Officer—NEC Agriculture