

Collective Bargaining Agreement: Agricultural Industry, Agro 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 (AGRO SUBSECTOR)

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 Agro employer representatives (herein referred to as “the employer parties”), 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 parties”), of the other part.

The employer parties and the employee parties, being parties to the National Employment Council for the Agricultural Industry in Zimbabwe, have agreed on the following provisions concerning minimum wages in the Agro subsector effective 1st July, 2023:

1. The Schedule below provides the minimum monthly wages for the Agro subsector which consists of a component fixed in the United States dollar of 60% payable in the Zimbabwe dollar, and a further component payable in the United States dollar of 40%. The minimum wages provided in the Schedule are effective 1st July, 2023.
2. The minimum wages payable to employees in the Zimbabwe dollar shall be determined by converting the applicable component fixed in United States dollar to the Zimbabwean dollar at the interbank rate prevailing on the twentieth (20th) of the month for which remuneration is due to the employees.

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3. Effective 1st July, 2023, the minimum wages component payable in Zimbabwe dollar shall be payable at the interbank rate as at 20th of July, 2023, which stood at **USD4 752,2714**

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AGRO SECTOR	FORMER MINIMUM WAGES (MARCH 2023)	MINIMUM WAGES 20 TH JUNE, 2023 1USD: 6 790,3248	NEW MINIMUM WAGES EFFECTIVE 1 ST JULY 2023 PAYABLE IN USD	NEW MINIMUM WAGES EFFECTIVE 1 ST JULY, 2023 CONVERTED AT INTERBANK RATE	MINIMUM WAGES EFFECTIVE 1 ST JULY, 2023 [ZWD EQUIVALENT AT INTERBANK RATE OF 20 TH JULY, 2023 USD1:4 752,2714
GRADE	USD	ZWD	USD COMPONENT	USD (CONVERTED)	ZWD
A1	118	801 258	47	71	337 411
A2	126	855 581	50	76	361 173
A3	137	930 274	55	82	389 686
B1	148	1 004 968	59	89	422 952
B2	157	1 066 081	63	94	446 714
B3	172	1 167 936	69	103	489 484
B4	184	1 249 420	74	110	522 750
B5	201	1 364 855	80	121	575 025
C1	216	1 466 710	86	130	617 795
C2	234	1 588 936	94	140	665 318

NB: Figures have been rounded off to the nearest USD and Zimbabwean Dollar.

Exemptions/Reviews

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

Declaration

The employers and the trade unions having arrived at the agreement set forth herein, the undersigned officer of the Council

hereby declare that the foregoing is the agreement arrived at and affix their signatures hereto.

Signed at Harare on the 27th of July, 2023.

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

F. ZONDO,
Chairperson—Employees' Representative.

T. NYIRENDA,
Vice Chairperson—Employers' Representative.

D. MADYAUSIKU,
Chief Executive Officer—NEC Agriculture.

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