

Collective Bargaining Agreement: Agricultural Industry:
Horticulture Subsector

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
(HORTICULTURE 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 Horticulture Employers' 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), Agriculture and Allied Workers Union (AAWU), Progressive Agriculture and Allied Industries Workers Union of Zimbabwe (PAAWUZ), Zimbabwe Horticulture Agro Industries and General Agriculture Workers Union (ZHAGAWU) (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 to adopt the definition of "Horticulture" and "Horticultural crop" in relation to wages and conditions of service, as follows—

1. **"Horticulture"** is the branch of agriculture that is concerned with the commercial growing of horticultural crops.

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2. **“Horticultural crop”** refers to any growing plant, whether extensively or intensively grown, that is used by people for food, medicinal purposes, or for aesthetic gratification, whether it is a vegetable, fruit, tree nut, nursery crop, floricultural crop, or ornamental plant, which includes crops mentioned in the Schedule.

**Schedule: The following crops may be classified as
horticultural crops:**

List of Plants Commonly Considered Fruits and Tree Nuts

Almond	Grape
Apple	Guava
Apricot	Jackfruit
Aonla/Indian Gooseberry	Kiwi
Avocado	Litchi
Bael	Macadamia
Banana	Mango
Berry	Mulberry
Blackberry	Muskmelon
Blueberry	Nectarine
Breadfruit	Olive
Cacao	Papaya
Cashew	Passion Fruit
Citrus	Peach
Cherimoya	Pear
Cherry	Pecan
Chestnut	Persimmon
Coconut	Pineapple
Cranberry	Pistachio
Currant	Plum (Including prune)
Date Palm	Pomegranate
Eurale Ferox (Makhana)	Quince

Ferijou	Raspberry
Fig	Sapota
Filbert (Hazelnut)	Strawberry
Gooseberry	Suriname cherry
	Walnut
	Watermelon

List of Plants Commonly Considered Vegetables

Ash Gourd	Mustard and other greens
Artichoke	Okra
Asparagus	Onion
Bean Snap or green Lima Dry, edible	Opuntia
Beet, table	Parsley
Bitter Gourd	Parsnip
Bottle Gourd	Pea Garden, English or edible pod dry, edible
Broccoli (including broccoli raab)	Pepper (all types)
Brussels sprouts	Pointed Gourd
Cabbage (including Chinese)	Potato
Carrot	Pumpkin
Cauliflower	Radish (all types)
Cereliac	Rhubarb
Celery	Ridge/Sponge Gourd
Chive	Rutabaga
Collards (including kale)	Salsify
Colocasia	Spinach
Cucumber	Squash (summer and winter)
Eggplant	Sweetcorn

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Endive	Sweet potato
Garlic	Swiss chard
Horseradish	Tapioca
Kohlrabi	Taro
Leafy Vegetables	Tomato
Leek	Turnip
Lettuce	Yam
Melon (All types)	
Mushroom	

List of Plants Commonly Considered Culinary Herbs and Spices

Ajwain	Clary	Malabathrum
All spice	Cloves	Marjoram
Angelica	Comfey	Mint (All types)
Anise	Common rue	Nutmeg
Annatto	Coriander	Oregano
Artemisia (all types)	Cress	Orris root
Asafetida	Cumin	Paprika
Basil (all types)	Curry	Parsley
Bay (cultivated)	Dill	Pepper
Bladder wrack	Fennel	Rocket (Arugula)
Bolivian coriander	Fenugreek	Rosemary
Borage	File (gumbo, cultivated)	Saffron
Calendula	Finger root	Sage
Chamomile	French sorrel	Tamarind
Candlenut	Galangal	Thyme
Caper	Ginger	Tumeric
Caraway	Hops	Vanilla Bean
Cardamom	Horehound	

Cassia	Hyssop	
Catnip	Lavender	
Chervil	Lemon balm	
Chicory	Lemon Thyme	
Cicely	Lovage	
Cilantro	Mace	
Cinnamon	Mahlab	

List of Plants Commonly Considered Medicinal Herbs and Aromatics

Ambrette Seed	Jamarosa
Artemisia	Jatropha
Arum	Lemongrass
Astragalus	Liquorice
Aloe Vera	Long Pepper
Boldo	Kewda
Chamomile	Opium Poppy
Canaga	Palmarosa
Comfrey	Patchouli
Cone flower	Periwinkle
Davana	Rose Geranium
Eucalyptus citriodora	Stevia
French Jasmine	Vetiver
Indian Basil	

List of Flowers

Alstroemeria
Alyssum
Anthurium
Calla Lily
Carnation
Chrysanthemum

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Dahlia
Dianthus
Gerbera
Gladiolus
Lilium
Marigold
Orchids
Rose
Tube Rose
Tulip

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

Signed at Harare on the 10th day of October, 2024.

T. NYIRENDA,
Chairperson – Employers Representative.

D. MADYAUSIKU,
Chief Executive Officer.

F. ZONDO,
Vice Chairperson – Employees Representative.



