

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 (ZAE0), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU), Horticulture Development Council (HDC), 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) (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 minimum wages for the Horticulture subsector as follows:

The Zimbabwean dollar minimum monthly wage shall be determined by converting the indexed United States dollar minimum wages in the Schedule below to the Zimbabwean dollar at the interbank rate prevailing on 20th September, 2022, which stood at USD1:ZWL608,7014.

Effective 1st July, 2022, the minimum wages payable to employees in the Zimbabwean dollar shall be determined by converting

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Horticulture Subsector

the indexed United States dollar minimum wages in the schedule below to the Zimbabwean dollar at the interbank rate prevailing on the twentieth (20th) day of the month for which remuneration is due to the employees.

Collective Bargaining Agreement: Minimum Wages for the
Horticulture subsector of the Agricultural Industry

HORTICULTURE SUBSECTOR	NEW MINIMUM WAGE EFFECTIVE 1st JUNE, 2022	FORMER MINIMUM WAGES (AUGUST 2022)	NEW MINIMUM WAGE (ZWL EQUIVALENT AT INTERBANK RATE OF 20th SEPTEMBER, 2022) EFFECTIVE 1st SEPTEMBER, 2022
GRADE	USD (INDEXED)	ZWL	ZWL
A1	65	32,961	39,566
A2	70	35,496	42,609
A3	76	38,539	46,216
B1	82	41,582	49,914
B2	87	44,117	52,957
B3	94	47,667	57,218
B4	101	51,216	61,479
B5	109	55,273	66,348
C1	118	59,837	71,827
C2	128	64,908	77,914

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

Exemptions/Reviews

Establishments or employees may apply for exemption or partial exemption/review from paying wages as prescribed in the above schedule, stating the reasons why that application should be considered, within 14 days of the date of the agreement to the National Employment Council.

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

Signed at Harare this Tuesday, 20th September, 2022.

F. ZONDO,
Chairman – Employees Representative.

T. NYIRENDA,
Vice Chairman – Employers' Representative.

D. MADYAUSIKU,
Chief Executive Officer – NEC Agriculture.

