

Collective Bargaining Agreement: Agricultural Industry: Kapenta
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
(KAPENTA SUBSECTOR)

Made and entered in accordance with the Labour Act [*Chapter 28:01*], as amended from time to time, between the Zimbabwe Kapenta Producers Association (ZKPA) of the one part and the Kapenta Workers Union of Zimbabwe (KWUZ), 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 Kapenta subsector effective 1st September, 2024, as follows:

Collective Bargaining Agreement: Agricultural Industry: Kapenta Subsector

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

KAPENTA SUBSECTOR	FORMER MINIMUM WAGE	NEW MINIMUM WAGE EFFECTIVE 1ST SEPTEMBER, 2024
GRADE	USD	USD
A1	125	129
A2	135	139
A3	145	150
B1	158	163
B2	170	175
B3	184	190
B4	199	205
B5	215	222
C1	232	239
C2	250	258

N.B. Figures of the new minimum wages have been rounded off to the nearest USD1

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.

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

Signed at Harare on Friday, 26th September, 2024.

T. NYIRENDA,
Chairperson – Employers’ Representative.

F. ZONDO,
Vice Chairperson – Employees Representative.

D. MADYAUSIKU,
Chief Executive Officer – NEC Agriculture.

