

Collective Bargaining Agreement: Agricultural Industry: Timber 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 (TIMBER SECTOR)**

Made and entered in accordance with the Labour Act [Chapter 28:01], as amended from time to time, between the Timber Producers Association (TPA), 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 “the 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 “the trade unions”), of the other part.

The employer party and the employee party, being parties to the National Employment Council for the Agricultural Industry in Zimbabwe, have agreed on the following minimum wages for the Timber sector effective from 1st October, 2021 as follows:

| TIMBER SECTOR | FORMER MINIMUM WAGE | NEW MINIMUM WAGE EFFECTIVE 1ST OCTOBER, 2021 (25%) |
|----------------------|--------------------------------|---|
| GRADE | ZWL\$ | ZWL\$ |
| A1 | 8 600,00 | 10 750,00 |
| A2 | 9 288,00 | 11 610,00 |
| A3 | 9 966,00 | 12 458,00 |
| B1 | 10 765,00 | 13 456,00 |

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| TIMBER SECTOR | FORMER MINIMUM WAGE | NEW MINIMUM WAGE EFFECTIVE 1st OCTOBER, 2021 (25%) |
|---------------|---------------------|--|
| GRADE | ZWL\$ | ZWL\$ |
| B2 | 11 686,00 | 14 608,00 |
| B3 | 12 628,00 | 15 785,00 |
| B4 | 13 617,00 | 17 021,00 |
| B5 | 14 739,00 | 18 424,00 |
| C1 | 15 925,00 | 19 906,00 |
| C2 | 17 057,00 | 21 321,00 |

NB: Figures have been rounded off to the nearest ZWL\$.

Exemptions or Reviews

Establishments or employees may apply to the National Employment Council 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.

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

Signed at Harare this 13th October, 2021.

F. ZONDO,
Chairperson—Employees' Representative.

T. NYIRENDA,
Vice Chairperson—Employers' Representative.

D. MADYAUSIKU,
Chief Executive Officer—NEC Agriculture.