

**Collective Bargaining Agreement: Agricultural Industry
(Horticulture 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 (HORTICULTURE SECTOR)**

Made and entered in accordance with 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), Commercial Farmers Union (CFU) and Horticulture employer representatives (herein referred to as “the employer parties” or “the employers’ organisations”), of the one part, and the General Agriculture and Plantation Workers’ Union of Zimbabwe and Horticulture, General Agriculture and Plantation Workers’ Union of Zimbabwe (herein referred to as “the employee parties” or “the trade unions”), of the other part.

The employer parties and the employee parties, being parties to the National Employment Council for the Agricultural Industry in Zimbabwe, agreed on the following minimum wages for the Horticulture sector with effect from 1st October, 2021:

1. All employees in the Horticulture sector shall receive a basic wage which is at least thirty-three percent (33%) higher than their basic wage as at 30th September, 2021, subject to clause 2.
2. No employee in the Horticulture sector shall receive a basic wage which is lower than the minimum wage prescribed for his/her grade in the Schedule below:

Schedule: Minimum Wages for the Horticulture sector

HORTICULTURE SECTOR	FORMER MINIMUM WAGE	NEW MINIMUM WAGE EFFECTIVE 1st OCTOBER, 2021 (33%)
GRADE	ZWL\$	ZWL\$
A1	5 208,00	6 927,00
A2	5 606,00	7 456,00

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HORTICULTURE SECTOR	FORMER MINIMUM WAGE	NEW MINIMUM WAGE EFFECTIVE 1st OCTOBER, 2021 (33%)
GRADE	ZWL\$	ZWL\$
A3	6 076,00	8 081,00
B1	6 564,00	8 730,00
B2	6 963,00	9 261,00
B3	7 549,00	10 040,00
B4	8 190,00	10 893,00
B5	8 832,00	11 747,00
C1	9 548,00	12 699,00
C2	10 301,00	13 700,00

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

3. The minimum wages set out in this collective bargaining agreement may be amended by a agreement of the social parties who are party hereto provided that the effective date of such amendment shall be no earlier than 1st December, 2021.

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 above, 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 the 31st October, 2021.

F. ZONDO,
Chairperson—Employees' Representative.

T. NYIRENDA,
Vice Chairperson—Employers' Representative.

D. MADYAUSIKU,
Chief Executive Officer—NEC Agriculture.

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