

Statutory Instrument 20 of 2024.

**[CAP. 28:01**

Collective Bargaining Agreement: Agricultural Industry: Timber  
Sub-sector

---

IT is hereby notified that the Minister of Public Service, Labour and Social Welfare, in terms of section 80(1) of the Labour Act [*Chapter 28:01*], has 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 SUB-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 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 the following provisions concerning minimum wages in the Timber subsector effective 1st July, 2023:

1. The Schedule below provides the minimum monthly wages for the Timber Subsector which consists of a component fixed in the United States dollar (USD35) payable in the Zimbabwean dollar, and a further component payable in the United States dollar (USD80). The minimum wages provided in the Schedule are those effective 1st July, 2023.

2. The minimum wages payable to employees in the Zimbabwean dollar shall be determined by converting the applicable component

Collective Bargaining Agreement: Agricultural Industry: Timber  
Sub-sector

---

fixed in United States dollar 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.

3. The minimum wage component payable in Zimbabwean dollar shall be converted at the prevailing interbank rate as at 20th July, 2023, which stood at **USD1: 4,752.27140**.

## Collective Bargaining Agreement: Timber Subsector of the Agricultural Industry

GRADING SCHEDULE	FORMER MINIMUM WAGE EFFECTIVE 1st JANUARY, 2023		FORMER MINIMUM WAGES EFFECTIVE 1st JANUARY, 2023 USD (CONVERTED)		FORMER MINIMUM WAGE AT INTERBANK RATE AS AT 20th JUNE, 2023 USD1:6,790.3248		NEW MINIMUM WAGE EFFECTIVE 1st JULY, 2023		NEW MINIMUM WAGE EFFECTIVE 1st JULY, 2023 PAYABLE IN USD		NEW MINIMUM WAGES EFFECTIVE 1st JULY, 2023 CONVERTED AT INTERBANK RATE		NEW MINIMUM WAGES AT INTERBANK RATE (20th JULY 2023) USD1:4,752,27140	
	USD	USD	USD	USD	ZWD	USD	USD	USD	USD	USD	USD	USD	ZWD	ZWD
A1	65	65	40	40	271 613	115	115	80	80	35	35	166 329	166 329	
A2	70	70	43	43	291 984	124	124	86	86	38	38	180 586	180 586	
A3	75	75	46	46	312 355	133	133	93	93	40	40	190 091	190 091	
B1	82	82	50	50	339 516	145	145	101	101	44	44	209 100	209 100	
B2	89	89	54	54	366 678	157	157	109	109	48	48	228 109	228 109	
B3	95	95	58	58	393 839	168	168	117	117	51	51	242 366	242 366	
B4	103	103	63	63	427 790	182	182	127	127	55	55	261 375	261 375	
B5	112	112	69	69	468 532	198	198	138	138	60	60	285 136	285 136	
C1	121	121	74	74	502 484	214	214	149	149	65	65	308 898	308 898	
C2	129	129	79	79	536 436	228	228	159	159	69	69	327 907*	327 907*	

**NB: Figures have been rounded off to the nearest USD and Zimbabwean Dollar.**

### **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 the 21st day of July, 2023.

F. ZONDO,  
Chairperson – Employees’ Representative.

T. NYIRENDA,  
Vice Chairperson – Employers’ Representative.

D. MADYAUSIKU,  
Chief Executive Officer – NEC Agriculture.