

Statutory Instrument 35 of 2023.

**[CAP. 28:01**

**Collective Bargaining Agreement: Agricultural Industry (All Sub-sector Allowances)**

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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  
(ALL SUB-SECTOR ALLOWANCES)**

Made and entered in accordance with the Labour Act [*Chapter 28:01*], as amended from time to time, between the Zimbabwe Agricultural Employers Organisation (ZAEO), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU), Zimbabwe Tobacco Association (ZTA), Zimbabwe Tea Growers Association (ZTGA), Timber Producers Association (TPA), Zimbabwe Sugarcane Employers Organisation (ZSEO), Commercial Farmers Union (CFU), Zimbabwe Kapenta Producers Association (ZKPA) and Agro and Horticulture employer representatives (herein referred to as “the employer parties”), 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.

This further agreement shall be deemed to have come into operation on the 1st of July, 2022.

The employer parties and the employee parties, being parties to the National Employment Council for the Agricultural Industry in Zimbabwe, have agreed on all Sub-sectors allowances effective 1st July, 2022 as follows:

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1. The minimum monthly allowances payable to employees in the Zimbabwean dollar shall be determined by converting the indexed United States dollar 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.
2. The Schedule below provides the equivalent Zimbabwean dollar monthly allowances for the month of July 2022 only. The interbank rate used to determine the Zimbabwean dollar monthly allowances for July 2022 is that of 20th of July, 2022, which stood at US\$1: ZW\$404.4081.

<b>All Sub-sector allowances in the Agricultural Industry</b>	<b>Former monthly allowances</b>	<b>New monthly allowances effective 1st July, 2022</b>	<b>Monthly allowances effective 1st July, 2022 (ZW\$ equivalent at Interbank Rate of 20th July, 2022) US\$1: ZW\$404.4081.</b>
<b>Type of allowance</b>	<b>ZW\$</b>	<b>US\$</b>	<b>ZW\$</b>
Transport	Actual cost to be paid by the employer	Actual cost to be paid by the employer	Actual cost to be paid by the employer
Accommodation	5 000	28	11 323
Fuel	1 500	10	4 044
Light	1 000	6	2 426
Dog Handling (for employees who have been required to handle dogs as part of their duty)	5% of employee's basic monthly wage	5% of employee's basic monthly wage	5% of employee's basic monthly wage
Firearm (for employees who have been required to handle firearms as part of their duty)	5% of employee's basic monthly wage	5% of employee's basic monthly wage	5% of employee's basic monthly wage
Travel and Subsistence	Actual cost to be paid by the employer	Actual cost to be paid by the employer	Actual cost to be paid by the employer

The employer and employee parties further agreed that where an employer and employee in the agricultural industry agree that the employee shall construct, at the premises of the employer, accommodation which the employee will occupy during the tenure of his/her employment, the employer shall pay the employee concerned a once-off accommodation construction allowance which is no less

than the employees' basic wages for two weeks of work at the time of payment.

*Exemptions/reviews*

Establishments or employees may apply in writing to the National Employment Council for exemption or partial exemption/ review from paying allowances 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 20th of July, 2022.

F. ZONDO,  
Chairperson—Employees' Representative.

T. NYIRENDA,  
Vice Chairperson—Employers' Representative.

D. MADYAUSIKU,  
Chief Executive Officer—NEC Agriculture.

