

Statutory Instrument 36 of 2023.

**[CAP. 28:01**

**Collective Bargaining Agreement: Agricultural Industry (General  
Agriculture Sub-sector)**

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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 [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE  
AGRICULTURAL INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: AGRICULTURE  
INDUSTRY

(GENERAL AGRICULTURE SUB-SECTOR)

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), Commercial Farmers Union (CFU) and Zimbabwe Tobacco Association (ZTA) on the employers' side and the General Agriculture and Plantation Workers' Union of Zimbabwe (GAPWUZ) and Horticulture, General Agriculture and Plantation Workers' Union of Zimbabwe (HGAPWUZ) on the employees' side, being parties to the National Employment Council for the Agricultural Industry in Zimbabwe.

The parties have agreed on minimum monthly wages of the General Agriculture subsector effective 1st November, 2022, as follows:

1. The minimum wages payable to employees in the Zimbabwean dollar shall be determined by converting the applicable United States dollar minimum wages 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 Zimbabwean dollar minimum monthly wages shall be determined by converting the indexed United States dollar minimum wages in the Schedule below to the Zimbabwean dollar

Collective Bargaining Agreement: Agricultural Industry (General  
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at the interbank rate prevailing on 21st November, 2022, which stood at US\$1: ZW\$640.63500.

**Schedule: Minimum wages for the General Agriculture Sub-sector of the Agricultural Industry**

General Agriculture Subsector	Former minimum wage	Former minimum wage	Minimum wage effective 1st November, 2022	Minimum wage effective 1st November, 2022 [ZWL equivalent at interbank rate of 21st November, 2022] US\$1: ZW\$640.63500
GRADE	US\$ (INDEXED)	ZW\$	US\$ (INDEXED)	ZW\$
A1	60	37 791	62	39 719
A2	64	40 311	66	42 282
A3	71	44 720	73	46 766
B1	76	47 869	79	50 610
B2	81	51 108	84	53 813
B3	87	54 797	90	57 657
B4	94	59 206	97	62 142
B5	102	64 245	105	67 267
C1	110	69 284	114	73 032
C2	119	74 953	123	78 798

**N.B.** Figures have been rounded off to the nearest Zimbabwean dollar or United States dollar, as appropriate.

*Exemptions/reviews*

Establishments or employees may apply in writing to the National Employment Council for exemption or partial exemption/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.

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

Signed at Harare this 21st November, 2022.

F. ZONDO,  
Chairman—Employees Representative.

T. NYIRENDA,  
Vice Chairman—Employers' Representative.

D. MADYAUSIKU,  
Chief Executive Officer—NEC Agriculture.

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