

Collective Bargaining Agreement: Agricultural Industry in
Zimbabwe: Kapenta Sub-sector

KAPENTA SUBSECTOR	FORMER MINIMUM WAGE (ZWL COMPONENT)	FORMER MINIMUM WAGE (USD COMPONENT)	NEW MINIMUM WAGE EFFECTIVE 1 ST MARCH, 2022
B5	16 123,66	51,41	179,95
C1	17 413,55	55,53	194,35
C2	18 806,64	59,97	209,90

NB: Figures of the new minimum wages have been rounded off to the nearest ZWL\$1.

Exemptions/Reviews

Establishments or employees may apply 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.

Declaration

The employers and the trade union having arrived at the agreement set forth therein, the undersigned officers of the Council hereby declare that the foregoing is the agreement arrived at and affix their signatures hereto.

Signed at Harare this Tuesday, 8th March, 2022.

F. ZONDO,
Chairperson—Employees’ representative.

T. NYIRENDA,
Vice Chairperson—Employers’ representative.

D. MADY AUSIKU,
Chief Executive Officer—NEC Agriculture.

Statutory Instrument 179 of 2022.

[CAP. 28:01

Collective Bargaining Agreement: Agricultural Industry in
Zimbabwe: Kapenta Sub-sector

IT is hereby notified, in terms of section 80(1) of the Labour Act [*Chapter 28:01*], that the Minister has approved the publication of the Collective Bargaining Agreement set out in the Schedule.

The agreement was registered in terms of section 79 of the Act.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE
AGRICULTURAL INDUSTRY IN ZIMBABWE:

(KAPENTA SUB-SECTOR)

The social parties constituting the National Employment Council for the Agricultural Industry in Zimbabwe (NECAIZ), which are the Zimbabwe Kapenta Producers Association (ZKPA), Zimbabwe Agricultural Employers Organisation (ZAE0), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU) and Commercial Farmers Union (CFU) on the employers’ side 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) on the employees’ side have agreed that minimum wages of the Kapenta sub-sector of the agricultural industry shall be paid in the United States dollar, effective 1st March, 2022, as follows:

KAPENTA SUBSECTOR	FORMER MINIMUM WAGE (ZWL COMPONENT)	FORMER MINIMUM WAGE (USD COMPONENT)	NEW MINIMUM WAGE EFFECTIVE 1 ST MARCH, 2022
GRADE	ZWL\$	US\$	US\$
A1	9 408,00	30,00	105,00
A2	10 160,64	32,40	113,40
A3	10 973,49	34,99	122,47
B1	11 851,37	37,79	132,27
B2	12 799,48	40,81	142,85
B3	13 823,44	44,08	154,28
B4	14 929,31	47,61	166,62

Collective Bargaining Agreement: Agricultural Industry in
Zimbabwe: Kapenta Sub-sector

KAPENTA SUBSECTOR	FORMER MINIMUM WAGE (ZWL COMPONENT)	FORMER MINIMUM WAGE (USD COMPONENT)	NEW MINIMUM WAGE EFFECTIVE 1 ST MARCH, 2022
B5	16 123,66	51,41	179,95
C1	17 413,55	55,53	194,35
C2	18 806,64	59,97	209,90

NB: Figures of the new minimum wages have been rounded off to the nearest ZWL\$1.

Exemptions/Reviews

Establishments or employees may apply 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.

Declaration

The employers and the trade union having arrived at the agreement set forth therein, the undersigned officers of the Council hereby declare that the foregoing is the agreement arrived at and affix their signatures hereto.

Signed at Harare this Tuesday, 8th March, 2022.

F. ZONDO,
Chairperson—Employees’ representative.

T. NYIRENDA,
Vice Chairperson—Employers’ representative.

D. MADY AUSIKU,
Chief Executive Officer—NEC Agriculture.

Statutory Instrument 179 of 2022.

[CAP. 28:01

Collective Bargaining Agreement: Agricultural Industry in
Zimbabwe: Kapenta Sub-sector

IT is hereby notified, in terms of section 80(1) of the Labour Act [*Chapter 28:01*], that the Minister has approved the publication of the Collective Bargaining Agreement set out in the Schedule.

The agreement was registered in terms of section 79 of the Act.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE
AGRICULTURAL INDUSTRY IN ZIMBABWE:

(KAPENTA SUB-SECTOR)

The social parties constituting the National Employment Council for the Agricultural Industry in Zimbabwe (NECAIZ), which are the Zimbabwe Kapenta Producers Association (ZKPA), Zimbabwe Agricultural Employers Organisation (ZAE0), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU) and Commercial Farmers Union (CFU) on the employers’ side 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) on the employees’ side have agreed that minimum wages of the Kapenta sub-sector of the agricultural industry shall be paid in the United States dollar, effective 1st March, 2022, as follows:

KAPENTA SUBSECTOR	FORMER MINIMUM WAGE (ZWL COMPONENT)	FORMER MINIMUM WAGE (USD COMPONENT)	NEW MINIMUM WAGE EFFECTIVE 1 ST MARCH, 2022
GRADE	ZWL\$	US\$	US\$
A1	9 408,00	30,00	105,00
A2	10 160,64	32,40	113,40
A3	10 973,49	34,99	122,47
B1	11 851,37	37,79	132,27
B2	12 799,48	40,81	142,85
B3	13 823,44	44,08	154,28
B4	14 929,31	47,61	166,62