

Option to pay wages in foreign currency

Establishments with the capacity to pay wages to employees in the United States dollar are encouraged to do so provided that the actual wages paid to employees shall not be less than the wages prescribed for the employees' grades are encouraged to do so.

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.

Declaration

The employers and the trade unions 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 on this Monday, 20th of June, 2022.

F. ZONDO,
Chairperson—Employees' Representative.

T. NYIRENDA,
Vice Chairperson – Employers' Representative.

D. MADYAUSIKU,
Chief Executive Officer—NEC Agriculture.

Collective Bargaining Agreement: Agricultural Industry in
Zimbabwe: Agro 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 has been registered in terms of section 79 of the Act.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE
AGRICULTURAL INDUSTRY IN ZIMBABWE

(AGRO SUB-SECTOR)

The social parties constituting the National Employment Council for the Agricultural Industry in Zimbabwe (NECAIZ), which are the Zimbabwe Agricultural Employers Organisation (ZAE0), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU), Commercial Farmers Union (CFU) and Agro employer representatives 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, have agreed on the following minimum monthly wages for the Agro sector with effect from 1st May, 2022:

AGRO SUBSECTOR	FORMER MINIMUM WAGES	MINIMUM WAGES EFFECTIVE 1st MAY, 2022 (95.69%)
GRADE	ZWL\$	ZWL\$
A1	15 614,00	30 555,00
A2	16 697,00	32 674,00
A3	18 112,00	35 443,00
B1	19 622,00	38 398,00
B2	20 872,00	40 844,00
B3	22 872,00	44 758,00
B4	24 389,00	47 727,00
B5	26 479,00	51 817,00
C1	28 522,00	55 815,00
C2	30 839,00	60 349,00

NB: Figures have been rounded off to the nearest ZWL\$.

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