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NATIONAL EMPLOYMENT COUNCIL FOR THE AGRICULTURAL INDUSTRY IN ZIMBABWE

The social parties constituting the National Employment Council for the Agricultural Industry in Zimbabwe (NECAIZ), which are Zimbabwe Sugarcane Employers Organisation (ZSEO), Zimbabwe Agricultural Employers Organisation (ZAEO), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU) and Commercial Farmers Union (CFU) on the employers' side and 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 minimum wages of the Sugarcane Sector effective 27 May 2020. The parties have further agreed on a cost of living adjustment allowance (COLA), which shall be effective from 27 May 2020, of 61.7% on the minimum wage. The former and current minimum wages and the total of minimum wages and COLA payable to employees effective from 27 May 2020 are as follows:

Collective Bargaining Agreement: Sugarcane Sector

SUGARCANE SECTOR	OLD MINIMUM WAGE	MINIMUM WAGES EFFECTIVE 27 MAY 2020 (100%)	COST OF LIVING ADJUSTMENT EFFECTIVE 27 MAY 2020 (61.7%)	TOTAL MINIMUM WAGE AND COLA EFFECTIVE 27 MAY 2020
GRADE	ZWL\$	ZWL\$	ZWL\$	ZWL\$
A1	640	1280	790	2070
A2	704	1408	869	2277
A3	776	1552	958	2510
B1	853	1706	1053	2759
B2	939	1878	1159	3037
B3	1032	2064	1273	3337
B4	1134	2268	1399	3667
B5	1246	2492	1538	4030
C1	1374	2748	1696	4444
C2	1510	3020	1863	4883

Exemptions/Reviews

An establishment or employees may apply to the National Employment Council within 14 days for an exemption or partial exemption/review from paying wages as set up in the above schedule, stating the reasons why that application should be considered.

Declaration

The Employers and the Trade Unions having arrived at the agreement set forth herein, 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 Wednesday 27th May 2020.

F. ZONDO
CHAIRMAN EMPLOYEES REP

P. CHINGWE
VICE CHAIRMAN EMPLOYERS REP

D. MADYAUSIKU
CHIEF EXECUTIVE OFFICER-NEC AGRIC

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