



All Correspondence to be addressed to the CEO Head Office

- No. 6 Cottenham Avenue (off Lomagundi Road) Greencroft, Harare
- P.O. Box WGT 312 Westgate, Harare
- +263 242 334472/3, 303669, 339890
- Fax: (24hrs) +263-242-334473
- ceo@necagriculture.co.zw
- finance@necagriculture.co.zw

## 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 27<sup>th</sup> May 2020.

F. ZONDO  
CHAIRMAN EMPLOYEES REP

P. CHINGWE  
VICE CHAIRMAN EMPLOYERS REP

D. MADYAUSIKU  
CHIEF EXECUTIVE OFFICER-NEC AGRIC

### PROVINCIAL OFFICES

**BULAWAYO**  
L.A.PF House, 3<sup>rd</sup> Floor  
Office No.301  
8th Avenue & Jason Moyo  
Box 3886, Bulawayo  
Tel/Fax: 0292-72350  
info.bulawayo@necagriculture.co.zw

**CHINHROI OFFICE**  
Office No. 20, First Floor  
New Greens Building  
Magamba Way  
Box 3886, Bulawayo  
P.O. Box 288, Chinhoyi  
Tel: 026721-2740, 24359  
Email: info.chinhoyi@necagriculture.co.zw

**CHIREDDI OFFICE**  
No. 56B Chilonga Drive  
Box 367  
Chiredzi  
Tel/Fax: 0231-231-3398

**MARONDERA OFFICE**  
248 The Green  
Oak Street  
Marondera  
Tel: 06523-20050  
Email: necagric@gmail.com

**MUTARE OFFICE**  
Fidelity Life Centre, 3<sup>rd</sup> Floor  
Office No 334  
Aerodrome Rd/Herbert Chitepo  
Box 2255, Mutare  
Te/Fax: 020-62066  
Email: info.utare@necagriculture.co.zw