



N.E.C. AGRICULTURE
No. 6 COTTENHAM AVE., GREENCROFT

03 JUL 2020

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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 1st July 2020. The parties have further agreed on a cost of living adjustment allowance (COLA), which shall be effective from 1st July 2020 and shall be a 72.1% increment of the former COLA. The former and current minimum wages and the total of minimum wages and COLA payable to employees effective from 1st July 2020 are as follows:

Collective Bargaining Agreement: Sugarcane Sector

SUGARCANE SECTOR	OLD MINIMUM WAGE	MINIMUM WAGES EFFECTIVE 01 JULY 2020 (50%)	OLD COST OF LIVING ADJUSTMENT	COST OF LIVING ADJUSTMENT EFFECTIVE 01 JULY 2020 (72.1%)	TOTAL MINIMUM WAGE AND COLA EFFECTIVE 01 JULY 2020
GRADE	ZWL\$	ZWL\$	ZWL\$	ZWL\$	ZWL\$
A1	1280	1920	790	1360	3280
A2	1408	2112	869	1496	3608
A3	1552	2328	958	1649	3977
B1	1706	2559	1053	1812	4371
B2	1878	2817	1159	1995	4812
B3	2064	3096	1273	2191	5287
B4	2268	3402	1399	2408	5810
B5	2492	3738	1538	2647	6385
C1	2748	4122	1696	2919	7041
C2	3020	4530	1863	3206	7736

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 Friday 3rd July 2020.

F. ZONDO
CHAIRMAN EMPLOYEES REP

P. CHINGWE
VICE CHAIRMAN EMPLOYERS REP

D. MADYAUSIKU
CHIEF EXECUTIVE OFFICER-NEC AGRIC

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