

Collective Bargaining Agreement: Agricultural Industry
(Sugarcane Sector)

IT is hereby notified that the Minister of Public Service, Labour and Social Welfare has, in terms of section 80(1) of the Labour Act [*Chapter 28:01*], approved the publication of the Collective Bargaining Agreement set out in the Schedule which further amends the agreement published in Statutory Instrument 116 of 2014, registered in terms of section 79 of the Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE
AGRICULTURAL INDUSTRY
COLLECTIVE BARGAINING AGREEMENT: AGRICULTURE
INDUSTRY (SUGARCANE SECTOR)

Made and entered in accordance with the Labour Act [*Chapter 28:01*], as amended from time to time, between the Zimbabwe Sugarcane Employers Organisation (ZSEO), Zimbabwe Agricultural Employers Organisation (ZAEO), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU) and Commercial Farmers Union (CFU) (herein referred to as “the employers” or “the employers’ organisations”), of the one part, and the General Agriculture and Plantation Workers’ Union of Zimbabwe (GAPWUZ) and Horticulture, General Agriculture and Plantation Workers’ Union of Zimbabwe (HGAPWUZ) (herein referred to as the “the employees” or “the trade unions”), of the other part, being parties to the National Employment Council for the Agricultural Industry of Zimbabwe to further amend the Collective Bargaining Agreement, published in Statutory Instrument 116 of 2014.

This further agreement shall be deemed to have come into operation on the 27th of May, 2020.

The employer party and the employee party have agreed on minimum wages of the Sugarcane sector effective 27th May, 2020. The parties have further agreed on a cost of living adjustment allowances (COLA), which shall be effective from 27th 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 27th May, 2020, are as follows—

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Sugarcane Sector	Old minimum wage	Minimum wages effective 27th May, 2020 (100%)	Cost of living adjustment allowances effective 27th May, 2020 (61.7%)	Total minimum wage and cola effective 27th May, 2020
Grade	ZWL\$	ZWL\$	ZWL\$	ZWL\$
A1	640,00	1 280,00	790,00	2 070,00
A2	704,00	1 408,00	869,00	2 277,00
A3	776,00	1 552,00	958,00	2 510,00
B1	853,00	1 706,00	1 053,00	2 759,00
B2	939,00	1 878,00	1 159,00	3 037,00
B3	1 032,00	2 064,00	1 273,00	3 337,00
B4	1 134,00	2 268,00	1 399,00	3 667,00
B5	1 246,00	2 492,00	1 538,00	4 030,00
C1	1 374,00	2 748,00	1 696,00	4 444,00
C2	1 510,00	3 020,00	1 863,00	4 883,00

Exemptions/Reviews

An establishment or employer 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.

Signed at Harare this Wednesday, 27th May, 2020.

The agreement is binding on all organisations within the agricultural industry.

F. ZONDO,
Chairman.

P. CHINGWE,
Vice Chairman.

D. MADYAUSIKU,
Chief Executive Officer.