

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 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 minimum wages of the Sugarcane Sector effective 1st September 2020. The parties have further agreed that minimum cost of living adjustment allowances (COLA), which were effective from 1st July 2020, shall no longer be mandatory from 1st September 2020. The former and current minimum wages effective from 1st September 2020 are as follows:

Collective Bargaining Agreement: Sugarcane Sector

SUGARCANE SECTOR	FORMER MINIMUM WAGES	FORMER COST OF LIVING ADJUSTMENT	FORMER TOTAL MINIMUM WAGE AND COLA	MINIMUM WAGES EFFECTIVE 01 SEPTEMBER 2020 (160.42%)
GRADE	ZWL\$	ZWL\$	ZWL\$	ZWL\$
A1	1920	1360	3280	5000
A2	2112	1496	3608	5500
A3	2328	1649	3977	6063
B1	2559	1812	4371	6664
B2	2817	1995	4812	7336
B3	3096	2191	5287	8063
B4	3402	2408	5810	8859
B5	3738	2647	6385	9734
C1	4122	2919	7041	10734
C2	4530	3206	7736	11797

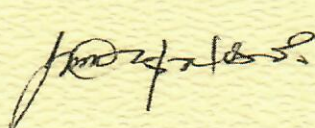
Exemptions/Reviews

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 Monday 21st September 2020.



F. ZONDO
CHAIRMAN EMPLOYEES REP



D. MADYAUSIKU
CHIEF EXECUTIVE OFFICER-NEC AGRIC



P. CHINGWE
CHAIRMAN EMPLOYERS REP

PROVINCIAL OFFICES

BULAWAYO OFFICE

L.A.P.F. House, 3rd Floor
Office No. 301
8th Avenue & Jason Moyo Street
Box 3886, Bulawayo
Tel/Fax: 029-2272350
info.bulawayo@necagriculture.co.zw

BINDURA OFFICE

Office No. 1924
New Commercial Stands
P.O. Box 303, Bindura
Tel: 0715 516 651
Email: info.bindura@necagriculture.co.zw

CHINHOYI OFFICE

Office No. 20, First Floor
New Greens Building,
Magamba Way
P.O. Box 288, Chinhoyi
Tel: 067 - 2127430, 2124359
Email: info.chinhoyi@necagriculture.co.zw

CHIREDDI OFFICE

No. 56B Chilonga Drive
Box 367
Chiredzi
Tel/Fax: 031-2313398
Email: info.chiredzi@necagriculture.co.zw

MARONDERA OFFICE

248 The Green
Oak Street
Marondera
Tel: 066-2320050
Email: info.marondera@necagriculture.co.zw

MUTARE OFFICE

Fidelity Life Centre, 3rd Floor
Office No. 3.34
Aerodrome Rd/Herbert Chilepo
Box 2255, Mutare
Tel/Fax: 020-2062066
Email: info.mutare@necagriculture.co.zw