

**Collective Bargaining Agreement: Agricultural Industry  
(Sugarcane Sector)**

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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 and was registered in terms of section 79 of the Act.

SCHEDULE

**NATIONAL EMPLOYMENT COUNCIL FOR THE  
AGRICULTURAL INDUSTRY**

**COLLECTIVE BARGAINING AGREEMENT:  
AGRICULTURAL 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 1st of July, 2020.

The employer party and the employee party have agreed on minimum wages of the Sugarcane sector effective from 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—

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| <i>Sugarcane Sector</i> | <i>Old minimum wage</i> | <i>Minimum wages effective 1st July, 2020 (50%)</i> | <i>Old cost of living adjustment</i> | <i>Cost of living adjustment effective 1st July, 2020 (72.1%)</i> | <i>Total minimum wage and cola effective 1st July, 2020</i> |
|-------------------------|-------------------------|---|--------------------------------------|---|---|
| <b>Grade</b>            | <b>ZWL\$</b>            | <b>ZWL\$</b>  | <b>ZWL\$</b>                         | <b>ZWL\$</b>  | <b>ZWL\$</b>  |
| A1                      | 1 280,00                | 1 920,00  | 790,00                               | 1 360,00  | 3 280,00  |
| A2                      | 1 408,00                | 2 112,00  | 869,00                               | 1 496,00  | 3 608,00  |
| A3                      | 1 552,00                | 2 328,00  | 958,00                               | 1 649,00  | 3 977,00  |
| B1                      | 1 706,00                | 2 559,00  | 1 053,00                             | 1 812,00  | 4 371,00  |
| B2                      | 1 878,00                | 2 817,00  | 1 159,00                             | 1 995,00  | 4 812,00  |
| B3                      | 2 064,00                | 3 096,00  | 1 273,00                             | 2 191,00  | 5 287,00  |
| B4                      | 2 268,00                | 3 402,00  | 1 399,00                             | 2 408,00  | 5 810,00  |
| B5                      | 2 492,00                | 3 738,00  | 1 538,00                             | 2 647,00  | 6 385,00  |
| C1                      | 2 748,00                | 4 122,00  | 1 696,00                             | 2 919,00  | 7 041,00  |
| C2                      | 3 020,00                | 4 530,00  | 1 863,00                             | 3 206,00  | 7 736,00  |

*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.

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

Signed at Harare on Friday, 3rd July, 2020.

F. ZONDO,  
Chairman.

P. CHINGWE,  
Vice Chairman.

D. MADYAUSIKU,  
Chief Executive Officer.

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