

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.

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 1st of September, 2020.

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

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(Sugarcane Sector)**

<i>Sugarcane sector</i>	<i>Former old minimum wage</i>	<i>Former cost of living adjustment</i>	<i>Minimum wage total minimum wage and cola</i>	<i>effective 1st September, 2020 (160.42%)</i>
<i>Grade</i>	ZWLS	ZWLS	ZWLS	ZWLS
A1	1 920	1 360	3 280	5 000
A2	2 112	1 496	3 608	5 500
A3	2 328	1 649	3 977	6 063
B1	2 559	1 812	4 371	6 664
B2	2 817	1 995	4 812	7 336
B3	3 096	2 191	5 287	8 063
B4	3 402	2 408	5 810	8 859
B5	3 738	2 647	6 385	9 734
C1	4 122	2 919	7 041	10 734
C2	4 530	3 206	7 736	11 797

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 this Monday, 21st September, 2020.

F. ZONDO,
Chairman.

P. CHINGWE,
Vice Chairman.

D. MADYAUSIKU,
Chief Executive Officer.