

# THE COMMERCIAL FARMERS' UNION OF ZIMBABWE

82ND ANNUAL CONGRESS - 2025



**COMMERCIAL  
FARMERS'  
UNION**



**"SECURING THE FUTURE WHILE ADDRESSING THE PAST"**

VENUE: *ART Farm, Calgary Close, Off Alpes Road, Pomona.*

THEME: *"Securing the future while addressing the past"*

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# THE COMMERCIAL FARMERS' UNION OF ZIMBABWE

## 82ND ANNUAL CONGRESS

*"Securing the future while addressing the past"*

### AGENDA

**23**  
**JULY**  
**2025**

**08.00 – 09.00 AM**

REGISTRATION OF DELEGATES AND PRE-COUNCIL MEETING

**9:00 - 9.30 AM**

#### **CLOSED SESSION**

- REGIONAL CHAIRMAN ANNUAL TABLED REPORTS
- ARAC ANNUAL TABLED REPORT
- LABOUR ANNUAL TABLED REPORT
- CFU ACCOUNTS YEAR ENDING 31 MARCH 2025
- APPOINTMENT OF LEGAL ADVISOR FOR THE UNION
- CONFIRMATION OF TRUSTEES
- APPOINTMENT OF AUDITORS
- RESOLUTIONS FOR 2025
  - A. MEMBERSHIP & LICENCE FEE 2025
  - B. RESTRUCTURING OF CFU TO SEPARATE COMPENSATION AND FARMING.
- DEBATE

**09:30 - 10:00 AM**

#### **TEA**

**10:00 - 13:00 AM**

#### **OPEN SESSION**

**10:00 - 10:10 AM**

WELCOME & OPENING WITH SCRIPTURE READING & PRAYER

**10:10 - 10:30 AM**

#### **OFFICIAL OPENING**

**10:30 - 10:45 AM**

MINISTER OF LANDS, AGRICULTURE, FISHERIES, WATER AND RURAL DEVELOPMENT, HONOURABLE DR. A. J. MASUKA

MESSAGE FROM SPONSOR - ZMX CEO MR. COLLEN TAPFUMUNEYI

**10:45 - 10:55 AM**

WASHINGTON MURUNGU - HEAD OF BUSINESS BANKING NEDBANK ZIMBABWE LTD, CORPORATE AND INSTITUTIONAL BANKING

**10:55 - 11:25 AM**

GUEST SPEAKER – **DR. THEO DE JAGER SAAI**

**11:25 - 11:40 AM**

ADDRESS TO CONGRESS BY THE PRESIDENT OF THE COMMERCIAL FARMERS' UNION 2025 AND ADOPTION OF REPORT

**11:40 - 12:00 PM**

QUESTION & ANSWER

**12:00 - 12:10 PM**

PRESENTATION OF CFU FARMING OSCAR AWARD BY VICE PRESIDENT

**12:10 - 12.30 PM**

DEBATE/QUESTIONS

**CLOSURE & VOTE OF THANKS**



THE COMMERCIAL FARMERS' UNION OF ZIMBABWE

# 82ND ANNUAL CONGRESS

*"Securing the future while addressing the past"*

## AGENDA

**23**

JULY  
2025

13:30 - 14:00 PM

**FINGER LUNCH & CASH BAR**

12:30 - 13:30 PM

**POST CONGRESS COUNCIL MEETING**

**END OF FORMAL PROCEEDINGS**





## 2. Rules of Debate

### Order of Debate

- The Proposer will identify him/herself clearly.
- The Proposer will speak.
- The Secunder will speak.
- General Debate will take place.
- The Proposer will wind up the Debate.

**Note:** *If required, the Minister, Government representative or guest will be asked to reply at a time requested by the CFU President.*

### Length of Speeches

Proposer of Resolutions – 5 minutes

Secunder of Resolutions – 3 minutes

Mover of Amendments – 2 minutes

Other speakers – 2 minutes

The proposer of a resolution may reply at the conclusion of debate, limited to three minutes. Government representatives and guests are requested to keep their speeches as short as possible. The President may at his discretion allow an extension of these limits.

## 3. Past Presidents of the Commercial Farmers' Union

1910 – 1914 HON R A Fletcher, MLA  
1914 – 1916 E Wilson, Esq  
1920 – 1923 C S Jobling, Esq  
1923 S M Lanigan O'Keefe, CMG  
1929 – 1931 H B Christian, Esq  
1932 – 1935 G N Fleming, Esq

### RNFU

1942 – 1944 John Dennis, OBE  
1944 – 1946 Hon H V Gibbs  
1946 – 1948 J M Caldicott, Esq  
1948 – 1951 E D Palmer, Esq  
1951 – 1954 J MacIntyre, Esq  
1954 – 1956 M Chenells, Esq  
1956 – 1963 E B Evans, OBE  
1963 – 1968 T Mitchell, DFC  
1968 – 1970 J W Field, Esq  
1970 – 1972 R G Pascoe, Esq  
1972 – 1974 M E Butler, Esq  
1974 – 1976 C Millar, Esq  
1976 – 1978 C J Strong, Esq  
1978 – 1979 D R Norman, Esq

### Honorary Life Vice Presidents

A J Laurie, Esq  
R G Pascoe, Esq  
C J Strong, Esq  
C G Tracey, ICD, Esq  
C J Taffs, Esq

### CFU

1979 – 1980 D R Norman, Esq  
1980 – 1981 D B Spain, Esq  
1981 – 1983 J M Sinclair, Esq  
1983 – 1986 A J Laurie, Esq  
1986 – 1988 J R Rutherford, Esq  
1988 – 1990 J H Brown, Esq  
1990 – 1992 A D P Burl, Esq  
1992 – 1994 A J Swire-Thompson, Esq  
1994 – 1996 P MacSporran, Esq  
1996 – 1998 N Swanepoel, Esq  
1998 R D Swift, Esq  
1998 – 1999 N Swanepoel, Esq  
1999 – 2001 T Henwood, Esq  
2001 – 2003 C Cloete, Esq  
2003 – 2007 D S Taylor-Freeme, Esq  
2007 – 2009 T R Gifford, Esq  
2009 – 2011 D S Theron, Esq  
2011 – 2014 C J Taffs, Esq  
2014 – 2018 P Steyl, Esq  
2018- 2024 A Pascoe, Esq  
2024 - To date L Philp, Esq

### Trustees

Dave Bouma, Esq  
Colin Cloete, Esq



## History of the Commercial Farmers' Union of Zimbabwe Farming Oscar Award

The Commercial Farmers' Union of Zimbabwe Farming Oscar Award has a long and proud history having been introduced in 1961 by the late Mr C. G. Tracey during his term as an award in recognition of "those people who have generally done well for agriculture".

This annual Oscar has become known as the "Farming Oscar" to be given to some person or persons who have given outstanding service to agriculture, and has been awarded to people who have contributed to the industry in its widest sense.

Over the years winners have been chosen from the practical and scientific disciplines of agriculture, as well as from the administration and leadership roles with the winners selected in recognition of having contributed significantly to the agricultural progress in Zimbabwe.



# The Commercial Farmers' Union of Zimbabwe



## 4. OSCAR Winners Award



COMMERCIAL  
FARMERS'  
UNION

1961 E B Evans, OBE	1983 J M Sinclair Marchel	2005 Dr J Grant
1962 A Rattray, OBE	1984 J W Hayward	2006 D S Taylor- Freeme
1963 E R Campbell, CBE	1985 H J Quinton	2007 A Masterson
1964 R Stockil, KBE, OBE	1986 John & Jill Laurie	2008 D Drury
1965 A C Black	1987 Dr R W Mupawose	2009 R H Vaughan-Evans
1966 Dr I McDonald	1988 J Brown	2010 Mike Campbell & Ambassador Xavier
1967 Dr H Pereira	1989 R K Harvey	2011 B Oldrieve
1968 J R Southall	1990 P Millar	2012 Dr C Foggen
1969 W Margolis	1991 Dr S Hargreaves	2013 L R Bruce
1970 H R Mundy	1992 R Ternouth	2014 C J Taffs
1971 The Hon J C Graylin, ICDCMG	1993 Dr P Grant	2015 Dr D Bruce
1972 C G Tracey	1994 R Winkfield	2016 Dr J MacRobert
1973 Dr R C Elliott	1995 D Smith	2017 Mike Clark
1974 M E Butler	1996 M Edwards	2018 Pete Steyl
1975 N Spoel	1997 H Smith	2019 Nick Brooke
1976 R A Griffith, ICD, MBE	1998 V Hurley	2020 Ben Purcell Gilpin
1977 J R Humphreys	1999 N Swanepoel	2021 T de Jager
1978 D K Worthington	2000 P Lombard	2022
1979 C J Strong	2001 Dr L T V Cousins	2023 Dr Mario Beffa
1980 Max Rosenfels	2002 R Tattersfield	2024 Andrew Pascoe
1981 D R Norman	2003 Dr J Jackson	
1982 J W Field	2004 D Hasluck	



## **5. Resolution: Farmers' License Fees and Rules**

The Council of the Commercial Farmers' Union resolves and recommends to Congress the adoption of an Annual License Fee for the 2025/2026 year. License fees will become due on the anniversary date of payment.

The CFU Council further resolves and recommends to Congress the adoption of payment for licenses applicable to all members as illustrated in the following schedule:

### **CLASSIFICATION OF MEMBER FEE PAYABLE**

**LARGE OPERATING LICENSE - US\$2000** per annum or US\$200 per month

**MEDIUM OPERATING LICENSE - US\$1000** per annum or US\$100 per month

**STANDARD OPERATING LICENSE - US\$500** per annum or US\$50 per month

**SMALL OPERATING LICENSE - US\$300** per annum or US\$33.50 per month

**ARAC SINGLE TITLE LICENSE - US\$100**

**ARAC MULTIPLE TITLE LICENSE - US\$200**

**CORPORATE (BUSINESS) MEMBERS - US\$2000** per annum or US\$200 per month

**ASSOCIATE MEMBERS - US\$500** per annum or US\$50 per month

*NB: ZWG rates will be available from the office on enquiry*

### **NOTES**

- Large operating license turnover greater than US\$ 1 million
- Medium operating license turnover between US\$500 000 and US\$1 million
- Standard operating license turnover between US\$150 000 and US\$500 000
- Small operating license turnover up to US\$150 000
- Multiple site operators to be treated according to size of each operation



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- Step 3:** After receiving the welcome message, reply with your full name.
- Step 4:** Next, enter your National ID number.
- Step 5:** Type in your current location (e.g., city or district).
- Step 6:** You'll receive a list of commodities. Select the one you want to trade by replying with the number next to it.
- Step 7:** Once registration is complete, you'll receive a confirmation message and the Main Menu will appear.
- Step 8:** To sell a commodity, reply with "2" from the Main Menu options.
- Step 9:** From the commodity list shown, choose the commodity you wish to sell by replying with the matching number.
- Step 10:** Enter the quantity (in tonnes) you want to sell (e.g., 5).
- Step 11:** Enter your preferred delivered price per tonne (e.g., 120).
- Step 12:** You will receive a confirmation message:





## **6. Congress Reports**

### **Regional Reports 2025**

#### **MANICALAND REGION CHAIRPERSON'S REPORT TO CONGRESS 2025**

Presented at the CFU Annual Congress

##### **1. Introduction**

It is my honour to present the Annual Report for the Manicaland Region, covering developments, challenges, and progress made over the past year. Despite continued pressures on the farming sector, our regional activities reflect a spirit of resilience, cooperation, and strategic alignment with national goals.

##### **2. Membership Overview**

The Membership in the Manicaland region has remained relatively stable over the past year. However, the current numbers are still below the threshold required for full representation and resource sustainability. The CFU continues to be funded primarily through member subscriptions, and without growth in this area, our ability to act effectively is constrained.

We urge current members to take up the mantle of advocacy by encouraging fellow farmers to register with the Union. Increased membership directly translates to a stronger voice and a broader base for both negotiation and support.

##### **3. Communication with Members**

This year saw a notable improvement in communication, with the continued adoption of instant messaging platforms (WhatsApp groups) for quick, reliable engagement. These platforms allow us to:

- Disseminate time-sensitive information rapidly.
- Share critical updates on government and parastatal engagements.
- Create a forum for peer support and discussion.
- Coordinate regional meetings and field visits efficiently.

Members have reported that this system has significantly improved their sense of connectedness to the Union and one another.

## **4. Strategic Importance of Growing Membership**

Increased membership is not only vital for financial stability but also directly impacts our voting power within the National Employment Council (NEC) for the agriculture sector. The NEC makes critical decisions regarding wage structures, labour regulations, and compliance standards.

A larger, united regional membership base enhances our ability to:

- Influence policy direction.
- Vote on key employment resolutions.
- Ensure fair and practical labour standards in line with current economic realities.

Your participation only counts with a valid, up-to-date membership, making this a strategic imperative.

## **5. Representation & Issue Resolution**

One of CFU's core roles is intervention and resolution at both regional and national levels. In the past year, the Manicaland representatives have worked closely with the national office on several pressing matters:

- **ZINWA (Zimbabwe National Water Authority):** We have engaged ZINWA over water allocations, maintenance delays, and arbitrary billing systems. While challenges remain, consistent pressure from a unified CFU presence has resulted in several successful reviews and corrective measures.
- **ZEDTC (Zimbabwe Electricity Distribution and Transmission Company):** Power outages and transformer failures have severely affected irrigation and cold chain operations. Through continued lobbying and engagement with national task forces, we've begun to see structured scheduling and improved turnaround times in service areas where membership is highest.

These interventions are only made possible by the strength of the Union's mandate, which is directly proportional to membership numbers and the clarity of unified regional positions.

## **6. Leadership & Representation**

One area of growing concern is the reluctance by members to accept nominations or step forward to serve on the CFU Council representing the Manicaland Region. This continued hesitance places the region at a distinct disadvantage within national structures.

To expect the same willing few to shoulder this responsibility year after year is not only unfair, but also counterproductive. Sustainable leadership requires broader participation, especially in shaping policies that affect us all.

We are fortunate that a New Generation of dynamic farmers is making a significant impact in Manicaland. These young men and women are not only shaping the future of agriculture but are also uniquely positioned to represent the evolving interests of the sector. We strongly encourage this next generation to rise to the occasion and engage meaningfully with the Union. Their involvement is vital—not only to protect their own futures—but to help steer Zimbabwean agriculture forward.

## **6.1 National Executive Engagement**

The President and Vice President of the Union have tirelessly engaged in regular meetings with our line Ministry to highlight the plight of farmers on the ground. These engagements have covered a wide spectrum of critical issues including:

- Pricing policy and input costs;
- The unfolding Land Title developments;
- Delays and challenges in commodity payments;
- Wage negotiations and employment standards;
- Environmental concerns, specifically the impact of mining activities within agricultural communities;
- Report-back sessions on commodity delivery and support systems.

To maintain this level of momentum and influence, it is essential that the National Executive is supported by an energetic, interactive, and well-informed representation from the regions. Manicaland must take up its role in carrying the message forward and ensuring regional concerns are both heard and addressed within national platforms.

## **7. Conclusion**

The year under review has illustrated both the enduring importance of organised representation and the potential for impactful change when we work together.

### ***As we look ahead:***

- Let us commit to expanding our membership base.



# The Commercial Farmers' Union of Zimbabwe



- Let us deepen our engagement through digital communication platforms.
- Let us reaffirm our role in national conversations through effective regional participation.
- And let us nurture the next generation of agricultural leaders.

The CFU remains the voice of commercial agriculture, but that voice is only as strong as the members behind it.

***Together, we grow. Together, we stand.***

**Suzie Heyns**  
**Chairperson - Manicaland Region**

  
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## **MASVINGO REGION CHAIRPERSON'S REPORT TO CONGRESS 2025**

The weather this year has been completely different to last year especially with regard to the rainfall as we received an early rain, albeit with a lengthy gap before the next rain fell. There after the rain fell at regular intervals, although patchy, with total falls record being well above normal and some recording over 1000mm in some areas. Although the winter has been cold there has also been patchy very light rain but no frost reported so far (as of mid-July).

By the time the rain fell, many of the farm dams were completely empty, due to last season's poor rainfall, but thankfully, they all filled quickly with the rain and all the major dams spilled too. Although the rivers did run with the rains, none were in excessive flood levels for long periods, so most of the water was captured in the dams.

The ranching and wildlife areas benefited from the regular rains, as the grazing in those areas was in a serious situation before the rains fell. However, the only livestock poverty deaths were recorded in the extreme south of the province in overgrazed areas.

Following the retirement of our longstanding and diligent Regional Chairperson, Jean Simon, in April, a new team was elected by postal ballot using social media, as our members are spread far and wide, making an AGM very difficult to call. I, Hendrik Boshoff, was elected as Chairman whilst Diets van der Sande kindly replaced me as Vice-Chairman. Although I live on my ranch in Mwenezi and in Bulawayo, Diets (who used to ranch in Mwenezi) had recently moved to Harare, making it convenient for him to kindly offer his services to our members, for which I thank him most sincerely on your behalf.

Jean has worked voluntarily and conscientiously serving both the members in our province for many, many years as well as within the CFU itself, albeit behind the scenes, and has been a very strong supporter of our cause. Her exceptional skills in her profession as an auditor have certainly helped CFU through some very difficult financial times indeed. In fact, without her skills and constant advice, we could easily have collapsed financially a long time ago. Her advice to farmers has kept many in good stead, and her debating skills are well known on many committees and social media with great impact, which has been hugely appreciated. There are no words to adequately thank her for all her own time she has spent sorting out the problems for so many. What more is there to say, except, "Thank you, Jean"? God bless.

We have very few of our farmers left on the ground in our province since the FTLRP, and even those few who are still there are very insecure. Even Offer Letters do not seem to allow our farmers any form of security, as we have had a couple already cancelled this year. Whilst we do have several young farmers looking for land on which to settle down and farm securely, the lack of the long overdue payment of compensation and general insecurity continues to discourage any form of investment in agriculture. We have several large corporations operating in the province, but even they have not been left completely free to farm without interruption. Whilst there are some opportunities available as far as Joint Ventures are concerned, many have had their fingers burnt financially, making deals with some greedy individuals.

The high costs of agricultural production have also severely affected farmers in the province, as well as several large businesses, which have closed down either through non-profitability or even bankruptcy. Coupled with this, the high rate of taxation and cost of labour, large numbers of employees are also being laid off, mainly by the larger operators. It has also been found that the highest calibre, trustworthy, and hard-working farm labourers are no longer easily available due to the windows of opportunity offered outside Zimbabwe in South Africa, in particular and beyond.

Although last season's poor rains adversely affected the sugar crop early in the season, the abundant rains that followed rejuvenated the crop, so now we are sitting with a surplus of raw sugar. Following the necessary price increase in our sugar, the imported cheaper sugar is challenging the market.

Many of our elderly dispossessed farmers are now in a serious financial situation, which has been worsened by the economic climate and inflation. Many have to rely on family assistance, which is having a detrimental impact on their financial situation as well. Fortunately, those wonderful people from the Zimbabwe Pensioners Relief Fund in South Africa do assist those pensioners with a wonderful food parcel several times a year, for which we sincerely thank them. However, the dispossessed farmers have been encouraged by the dedicated efforts made by the CSC, CFU, SAAI, ARAC, SACFA and other groups seeking the resolution of the long-outstanding compensation due to them. They are especially appreciative of the recent visit to Washington by 'the Three Amigos' and Dr Theo de Jager's encouraging report back.

This year, we lost a few more of our dispossessed farmers or family members. We offer our most sincere condolences to their families, and may the good Lord be with them all.



The cattle industry and especially the registered abattoirs have been feeling the pinch due to the low number of cattle being sold, due to the abundant grazing available this year, coupled with the sales tax which has been imposed on the sale of both live animals and beef. This sales tax has made beef bought from registered abattoirs and butchers too expensive for many to purchase. However, the cheap meat being sold through the unregistered informal sector is a huge challenge to the formal markets.

Whilst poultry prices have been very competitive, their marketing is generally done through the back door by the informal sector. Pork prices have also risen to make the product out of the reach of many. The increase in stockfeed prices has also reduced the number of breeders significantly, as producers are unable to sell their product at a viable price. Our main producer of day-old chicks in the province continues to supply enough quality chicks to satisfy the local markets and beyond.

The wildlife industry is probably the backbone of our province. However, strict control and high levies have had a marked effect on viability; therefore, most Professional Hunters find it necessary to supplement their income by hunting on other properties as well as their own.

The elephant population in the Save Valley Conservancy continues to rapidly increase in numbers, making it far beyond the carrying capacity. Although several hundred have been captured and sold elsewhere, this method has not really affected the huge numbers. Unfortunately, they may have to consider culling.

White Rhinos, which have been successfully bred in the SVC, have been reintroduced into Gonarezhou National Park, where poachers had previously wiped out the species.

We are certainly thankful for the near completion of the Masvingo–Harare highway, but there is a major concern regarding the continuation of that road from Masvingo to Beitbridge, which is yet to be completed. The stretch between Ngundu and Rutenga is particularly hazardous, as well as being a deterrent for the usage of the major route by tourists wanting to enter our country. The other road, from Chivu to Buffalo Range, which was newly built since Independence, is also still in a shocking state of disrepair. The terrible state of these roads has also been the cause of several major accidents, as well as causing severe damage to vehicles using these disgusting ‘roads’.

In closing, we wish to thank the entire CFU team of both elected and staff members, especially President Liam Philps, who has made significant changes to the CFU, albeit without a Director to assist him.

We also sincerely thank those of you who have continued your membership and especially those who have paid their regular subscriptions, which have undoubtedly kept your Union running. Please encourage the payment of others so we can offer more services to our members.

Thank you, and God bless.

**Hendrik Boshoff**  
**Chairman - Masvingo Region**

## **MIDLANDS REGION CHAIRMAN'S REPORT TO CONGRESS 2024**

This past year in the Midlands province has brought both relief and ongoing challenges. The recent rainy season was a welcome turnaround after last year's drought, replenishing underground water tables and filling many dams to levels that support full winter irrigation. However, the late onset of rain led to delayed planting and reduced yields, especially for small-scale farmers and dryland crops.

Power supply from ZETDC remains inconsistent, though response times to faults have improved. Transport costs continue to impact us heavily, with most input suppliers and buyers based outside the province, adding \$35–\$50 per ton to our expenses. The complexity and high cost of doing business, with numerous taxes and permits across all sectors, remains a concern, and we advocate for a simpler, more affordable tax system.

Economically, while stock feed prices have been stable, maize and maize bran saw a spike during the year, and soya meal prices have eased. The dairy sector is squeezed by high production costs and a downward pressure on milk prices, making efficiency and cost reduction critical, yet difficult due to high lending rates and limited funding options for capital development to do so, especially without secure land tenure, which we eagerly await. Beef prices and production have recovered somewhat, but the sector is still regaining strength after the last drought. The complexity of doing business, with a multitude of tax heads to pay and report on, adds to the burden of an already high cost of production as compared to the rest of our region. It would be a great step forward to see a more simplified and affordable tax system introduced, which would help reduce

the cost of doing business and make it easier for farmers to operate formally. Unfortunately, the high cost and complexity of the formal sector have driven many towards the informal space, where the playing field is far from level, especially as smuggled products continue to undercut local formal businesses.

Security issues, including theft and poaching, persist, with police response reasonable but unfortunately not always effective. A growing concern is the conflict with artisanal miners encroaching on farmland, damaging land and contaminating water sources through riverside mining. We call for stronger action from authorities to address this threat.

One noteworthy and positive development this year has been the establishment of new grain drier and handling facilities, as well as bulk storage structures, at the GMB depot in Kwekwe. These facilities, recently commissioned by His Excellency the President, mark a significant investment in the region's agricultural infrastructure. This addition will greatly enhance our capacity for post-harvest handling, storage, and value retention, and is a welcome boost for grain producers in the province, should commercial producers have access to it, considering the recent announcements that GMB is the buyer of last resort for commercial farmers.

On the human resources front, the province has continued to face challenges, especially with the ongoing need to attract and retain skilled farm workers. Training and upskilling remain priorities, as does compliance with labour regulations.

I would also like to acknowledge the changes in our provincial representation over the past year. The Midlands has struggled with consistent leadership following the resignation last year of our long-standing Chairman, who did outstanding work and the elevation of our Vice Chairman to the role of Union Vice President. We are grateful, however, that we now have a new Chairman in place and are looking forward to filling the Vice Chairmanship soon. This renewed leadership gives us optimism for better representation and greater participation in the year ahead.

Despite the many challenges, the resilience and innovation demonstrated by Midland's farmers remain inspiring. We continue to collaborate, share knowledge, and advocate for the interests of commercial agriculture in our province.

**Daniel Burger**  
**Vice Chairman - Midlands Region**

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## MASHONALAND EAST REGION CHAIRMAN'S REPORT TO CONGRESS 2025

The rains started late and were very erratic, and many areas received below normal rainfall. Many rivers did not flow, thus the dams received no water. Many dams are 20% or lower. Many boreholes have been drilled, but most were dry or yielded very little. However, there were a few good ones drilled.

The late rains and dry summer period, and ZESA being erratic, caused yields to be down in the Maize and Soybean crops.

The citrus crop in Beatrice is in serious trouble as trees can only get 20% of the water they require. Fruit is dropping off trees.



Beef cattle are in better condition than last year, and prices have remained firm for young stock. Slaughter cow prices are down. Much de-stocking is taking place as water and grass are running out.

Dairy farmers are facing roughage and water shortages.

The big concern for farmers is the new offer letters for the new Title deeds. How to survive financially.

Also, farmers who lease are very concerned about what will happen to them should the people they lease from not get the title.

The non-farmers are very worried that they have been sold out by the people who worked out a deal with the powers of B.

My thanks to our President for the enormous amount of work he has done on our behalf. He has been efficient and completely dedicated.

Thanks to Daniel for what he has done.

To Louise, you are the strength and corner post of the union.

Well done.

**Dirk Odendaal**

**Chairman - Mashonaland East Region**

## **MASHONALAND CENTRAL REGION CHAIRMAN'S REPORT TO CONGRESS 2025**

The 2024/2025 agricultural season in Mashonaland Central was marked by numerous challenges, with adverse weather and economic pressures continuing to affect productivity and viability across the region.

### **Rainfall and Water Challenges**

The season was characterised by poor and erratic rainfall. Many parts of the province experienced a delayed onset of rains, poor distribution, and early cessation. As a result, crop establishment was uneven, and yields—particularly for maize and soybeans—were below expectations.

Crucially, many of the province's major dams failed to fill. This has left a large

number of farmers without sufficient water for irrigation, including for winter wheat production. Despite strong demand and good pricing for wheat, many were simply unable to plant due to a lack of water, a situation that could impact the national wheat supply later in the year. Low borehole levels were also reported, putting pressure on both irrigation and domestic use.

## **Market and Pricing Trends**

Regional shortages—especially from South Africa’s relatively poor season—have kept the import parity price for white maize high. This has supported local maize pricing to some extent. However, stock feed industries are largely unwilling to purchase at white maize parity levels, preferring yellow maize, which is more aligned with their cost structures. This has left some commercial growers struggling to find buyers at viable prices.

Cash flow remains a widespread issue. Delayed payments from major off-takers have created knock-on effects, limiting farmers’ ability to procure inputs or prepare for the next season. The mismatch between production cycles and payment timelines continues to weaken operational sustainability.

## **Capital Constraints**

Access to finance—particularly for capital equipment—remains extremely limited. High interest rates, short repayment periods, and collateral requirements have kept many farmers from accessing necessary investments. As a result, much of the commercial sector is operating with ageing equipment, leading to lower efficiency and higher maintenance costs.

## **Utilities and Input Costs**

Although exact increases are still being verified, both ZESA (electricity) and ZINWA (water) tariffs have reportedly gone up. This adds pressure to already thin margins for irrigated crops, dairy, and horticulture. While tobacco curing is primarily done using coal, rising transport and fuel costs have also added to operational expenses across all commodities. SAFEX-linked pricing continues to influence local markets, but currency instability and logistical bottlenecks create significant pricing distortions.

## **Tobacco Sector Performance**

Despite the broader challenges, tobacco growers have generally reported a good season. The quality of the leaf was strong, and market prices were reasonable. Many farmers benefited from favourable climatic windows during the curing and grading periods. However, concerns remain over delayed payments and deductions from contractors.



## **Conclusion**

Mashonaland Central's farming community continues to show resilience in the face of adversity. However, the combination of unreliable weather, financial constraints, and rising input costs is placing serious pressure on commercial viability. Addressing financing gaps, improving water infrastructure, and aligning policy with on-the-ground realities will be critical to ensuring long-term sustainability.

We call on stakeholders across the agricultural value chain—including government, financial institutions, and buyers—to work collaboratively to create a more supportive environment for farmers in the coming season.

## **Final Remarks**

We thank the current CFU members for their support, and we continue to lobby for all commercial farmers in the province to join the CFU. We are only as strong as we are united, as weak as we are divided. We also thank the CFU President -Liam Philp and the Vice-President -Daniel Burger, for their huge input throughout the season.

**Angus Guthrie**  
**Chairman - Mashonaland Central Region**

## **MASHONALAND WEST (NORTH) REGION CHAIRMAN'S REPORT TO CONGRESS 2025**

The 2024–25 summer cropping season began late and under challenging conditions. Effective planting rains only arrived on December 30, resulting in delays across much of the region. Farmers with access to irrigation managed to plant earlier, but they faced persistent challenges from extended periods of load shedding and extremely high daytime temperatures. These conditions led to increased transpiration and crop stress. Fortunately, crop recovery followed the onset of rains, though this was short-lived as the rainy season ended prematurely in early March.

Due to the previous year's drought, dam levels remained below normal. As a result, many farmers prioritised their limited water resources for higher-value crops such as irrigated tobacco and seed maize. Consequently, the area under commercial maize, soybeans, and other traditional grains was significantly reduced.

Despite the tough season, tobacco farming—both commercial and small-scale—fared relatively well. The drier conditions were favourable, leading to better-than-

average yields and improved leaf quality, which in turn translated into stronger sales and higher returns. Notably, small-scale tobacco production continues to rise, driven by its status as one of the few cash crops supported by contractor financing.

Yields for maize and other small grains, however, were negatively affected by the harsh weather conditions. Rainfall across the region varied, with Hurungwe receiving between 500mm and 800mm. Most dams received minimal inflow, limiting water availability for winter cropping. As a result, wheat production declined. In addition, low market prices, delayed payments from GMB, and high production costs—especially compared to neighbouring countries—have raised serious viability concerns. The breakeven yield for wheat currently stands at around 6 tons per hectare, making profitability difficult to achieve.

On a positive note, the power supply has significantly improved since early June, with minimal and brief instances of load shedding. This improvement bodes well for the current wheat crop and its potential.

The region's cattle industry had a better year compared to the last, with improved veld conditions supporting better grazing. However, there was a notable outbreak of January disease among small-scale herds, leading to some livestock losses. Overall, herd condition remains fair.

Key challenges for our members continue to include limited access to finance. Where financing is available, high interest rates and steep establishment costs are pushing production expenses to unsustainable levels. Additionally, the 30% retention on forex on export crops is severely impacting farmers' profitability, as they do not receive the full value for their produce.

The new position regarding buying title is also causing a lot of confusion and uncertainty in the farming fraternity and will hamper development.

We remain hopeful that the remainder of the year will bring greater stability, prosperity, and peace for all our members.

**Diaan Lubbe**  
**Chairman - Mashonaland West (North) Region**



## **MASHONALAND WEST (SOUTH) REGION CHAIRMAN'S REPORT TO CONGRESS 2025**

It has been another challenging dry start to the season with the northern parts of Chegutu only receiving their 1st rains on the 31st December. The distribution of the rain was very patchy, with season totals varying between 760mm and 450mm, 15km apart. Southern parts tended to have more rain earlier and longer than northern parts. Most farm dams ended up at 16 to 50% full, although the Mupfure River did eventually flow in March, filling the remaining intact weirs along the system. A number of ZINWA dams along the system have been destroyed due to a lack of maintenance as well as mining activities, and with no real plan to fix them, together with farmers' reluctance to do it themselves, there is some reduced cropping as a result. A larger-than-normal sorghum crop has been grown with less maize due to the late start. Late wheat payments by GMB (most yet to be paid as of mid-May) are severely affecting farmers' cash flow and viability.

Late rains (100mm plus over Easter weekend) did little for the dams but have helped the veld stay green well into winter. No major livestock disease outbreaks reported. VAT on meat is suppressing sales through formal channels, and butcheries are struggling.

Citrus production in the area remains optimistic due to strong world juicing prices, shortages in lemons and firming mandarin prices. There is potential for increased production, although water shortages remain a concern.

**Marius Grove**  
**Chairman - Mashonaland West (South) Region**

## **MATABELELAND REGION PRESIDENT'S REPORT TO CONGRESS 2025**

It is my honour to present the Matabeleland Regional Report for the 2024/2025 season.

Firstly, I would like to thank and acknowledge the members in Matabeleland for their continued support as well as their resilience during challenging times. The CFU is currently solely funded by membership. Whilst we all appreciate and understand that the current economic environment is not ideal, could i please encourage you all to keep up your membership, and I strongly urge you to encourage fellow farmers to become members to achieve a more united industry, enabling stronger negotiating abilities, leading to a progressive future.

I would also like to sincerely thank the Presidium, Council members and office staff of the CFU for their tireless efforts, continued Ministerial engagements and negotiations for our industry.

The formal sector of the industry is still severely burdened by increased taxes, levies, permits and other various costs of compliance. With the ever-rising cost of production, we are seeing more farmers diversifying or streamlining their businesses. The cost and inconvenience of complying with the formal sector have seen many farmers discouraged.

The season started extremely difficult, due to the poor rainfall received in the previous season. Thankfully, the majority of the region, despite a late start, were blessed with above average rainfall, providing ample grazing for stock and enough inflow into the dams to see farmers through to the next rainy season. However, water supply dams for the City of Bulawayo did not receive much inflow, mainly due to the destruction of the river systems.

Livestock prices, particularly cattle in the region, remain significantly lower than in other parts of the country for both slaughter and breeding stock. It is noted that some abattoirs are now operating on partial weeks as demand is quite low. The sector is confident that if grazing is not lost to veld fires, there will not be a greater need or reliance on supplementary feeding this year as there has been in preceding years.

The dairy sector has also had numerous challenges, like most sectors, with not being able to meet the cost of production, price cuts, delayed payments and payment ratios. It has seen a lot of farmers offloading followers and side marketing.

The region also suffered tremendously when our biggest local processor closed its doors in November 2024 and relocated to Mashonaland.

Electrical power remains a huge constraint across the country, severely affecting the industry, with poor service delivery, timely responses to faults, administrative issues, as well as the uncommunicated installations of prepaid smart meters, which lead to disruption of the electrical supply.

It remains for me to wish all farmers the very best for the coming season.





# The Commercial Farmers' Union of Zimbabwe

*"Coming together is a BEGINNING, Staying together is PROGRESS, and Working together is SUCCESS."*

Pam Rauch  
Chairperson - Matabeleland Region

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## 82nd Annual Congress 2025



## Commodity Association Reports 2025

### Horticulture Development Council Report

#### 5 Years of Progress and Continued Challenges

April 2025 marks five years since the Horticultural Development Council (HDC) was established to champion Zimbabwe's export horticulture industry. From humble beginnings, HDC has grown into a pivotal voice for the sector, advocating for policy reform, market access, and improved standards. This milestone reflects the resilience and potential of Zimbabwean horticulture, even in the face of continued headwinds.

#### Key Sector Challenges

Access to finance remains a major constraint across all horticultural value chains, with limited working capital hampering producers' ability to scale. This has been further aggravated by recent changes to foreign currency retention policies, reducing exporters' ability to reinvest.

The current 90-day CD1 acquittal period is proving unworkable for many exporters due to delayed payment cycles. HDC has formally requested an extension to 180 days.

Frequent electricity outages and poor road infrastructure continue to undermine production and logistics. HDC is lobbying for a VAT waiver on solar equipment to support off-grid energy solutions and reduce dependence on the national grid.

#### Commodity Highlights

**Avocados:** Approximately 5,000 tonnes are expected for export in 2025, though yields are lower due to biannual bearing and dry conditions. The sector anticipates its first shipments to China this year. However, rising labour costs, unreliable electricity, and deteriorating roads continue to affect competitiveness.

**Peas:** Export volumes are forecast at 4,800 tonnes, with strong participation from both commercial and smallholder farmers. The exit of KLM flights is impacting short-term logistics, especially to the UK.

**Chillies:** False Codling Moth (FCM) remains a challenge for chilli exporters.

**Blueberries:** Export volumes have risen sharply—from 5,800 tonnes in 2023 to 8,000 tonnes in 2024—and are projected to hit 10,000 tonnes in 2025. Growth is

largely driven by plant maturity and yield improvements rather than new plantings. Market access to China and India remains limited, and high borrowing costs and policy inconsistency persist.

**Flowers:** The sector saw a 13% decline in output in 2023 and a further 5% drop in 2024. High freight and labour costs, combined with stiff competition from Kenya and Ethiopia, continue to put pressure on the industry.

**Coffee:** Despite drought conditions affecting 2024 yields, Zimbabwe's mild Arabica coffee continues to command premium prices. Lack of long-term funding and limited access to inputs remain key hurdles.

**Citrus:** The lemon season began in March, with quality improving as harvests progress. While market prices are stronger, returns remain constrained by high freight costs. Some orchards are being topworked or abandoned due to financial pressure. Mandarins are expected to yield well, while oranges will follow in June.

**Tea:** Total production for the 2023/24 season reached 8,100 tonnes, with 6,500 tonnes exported. However, export prices declined by 4.23% due to oversupply from Kenya. Power disruptions and logistical constraints, particularly in Chipinge, are ongoing concerns.

**Macadamia:** Export volumes rose 77% year-on-year to 1,620 tonnes, although average prices declined by 4.66%. The sector is lobbying for tariff reductions in key export markets to counter global price volatility. Power and road issues continue to raise operational costs.

**Peter Sole**

**Horticulture Development Council Representative**

## Cattle Producers Association Report

### 2024 Drought and Its Impact on the Cattle Industry

The country experienced a severe drought in 2024. Some cattle farmers received their last effective rainfall as early as January, while others only began to see meaningful rains at the end of December. Across the board, the cattle industry endured a prolonged and difficult dry winter. As a result, many cattle succumbed to hunger and dehydration due to limited surface water in certain areas.

Official slaughter figures rose significantly from 250,000 to 400,000 head as farmers were forced to de-stock their herds.



Notably, the incidence of veld fires was much lower than usual due to the lack of grass cover.

The 2024 pregnancy diagnosis (PD) results across the country were significantly below average, largely due to the effects of drought and poor nutrition.

Late rains in 2025 have been warmly welcomed. However, many areas report little runoff and empty dams. The veld has responded well, providing abundant forage. However, it is vital that we preserve this regrowth and avoid damaging it through veld fires.

## **Market Conditions**

Since November 2024, cattle prices have remained firm. Factors contributing to this stability include:

- A general shortage of cattle, particularly heifers and feeder steers.
- Farmers are beginning to restock after the drought.

A general shortage of cattle, particularly heifers and feeder steers. Farmers are beginning to restock after the drought.

While current prices are an improvement over 2024, rising production costs continue to challenge profitability. For many small-scale cattle producers, viability remains out of reach.

## **Disease Control**

Outbreaks of Foot-and-Mouth Disease (FMD) and Theileriosis continue to pose a significant threat, not only to livestock health and survival but also to the stability of the cattle industry as a whole. These diseases severely disrupt market access, undermine orderly marketing processes, and place considerable strain on producers' cash flow and overall business operations.

## **Stud Industry**

Stud breeders represent the pinnacle of the beef industry, much like tobacco, maize, wheat, and seed producers in crop agriculture.

These breeders are producing outstanding, well-adapted stock for the commercial sector. Their efforts have earned the trust of commercial producers,

who showed their support by purchasing the top-priced bulls at both the second Zimbabwe National Indigenous Breeds Sale (ZNIBS) and the tenth Zimbabwe National Boran sale.

Special thanks are due to Dr. Mario Beffa, the CEO of Zimbabwe Herd Book (ZHB), for the often unrecognised but essential work of maintaining stud industry standards, and to Anne Cook, Chairlady of the numerous breed societies which fall under the ZHB.

Gratitude is also extended to the ADMA committee for their continued promotion of our three indigenous breeds — the Nkone, Mashona, and Tuli. ADMA made a significant investment by doubling the number of pens for indigenous cattle breeders from 24 to 48 and adding 24 new pens for sheep and goats.

We also thank the Government of Zimbabwe for supporting the promotion of these resilient indigenous breeds, which are well adapted to our challenging environmental conditions.

## **Looking Ahead**

The formation of the Beef Producers Association, under the capable leadership of cattle farmer George Chiunda, marks an important step forward. Cattle Producers now have an organisation that provides cattle producers with a unified voice and the ability to engage constructively with the Government on key industry issues.

## **Some of the issues are:**

- Disease control.
- Ever-increasing cost of production, i.e, stockfeeds.
- Veterinary products.
- Protection of natural resources from veld fires.
- Protection of livestock from thieves.
- Rural Council rates.
- Tax on livestock.

**Mark Hook**  
**Cattle Producers Association Representative**



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## **AGRICULTURAL RECOVERY AND COMPENSATION**

### **ARAC Chairman's report 25th June 2025**

The ARAC Committee, consisting of Angus Selby, Georgina Browne, Iain Kay, Ian McKersie, Stewart Beverley, Gordon Chance, Ian Barker and Deon Theron, was elected en bloc at the end of June 2024 for a two-year term. The President of the CFU also serves on the Committee as the ex officio Vice Chairman.

The committee then elected Ian McKersie and Deon Theron as Chairman and Alternate Chairman, respectively, at their first committee meeting. The committee has had 10 formal meetings over the year.

The ARAC committee stands guided by the ARAC members – the Committee's raison d'être is to work towards what the members believe is and seek as fair compensation for the losses they experienced under the FTLRP. The Committee must not be guided by their personal views.



ARAC, together with the Southern African Commercial Farmers Alliance (SACFA) and the Southern African Agri Initiative (Zimbabwe), SAll(Zim), constitute the Compensation Steering Committee (CSC) as elucidated by the outgoing ARAC Chairman in his AGM address last year. ARAC is an active partner in the CSC and thereby serves to represent ARAC members at that level.

The various aspects dealt with over the year are:

## **Organisational and Structural Developments**

- The incoming committee are now unconflicted by alternate initiatives and all are paid up members, rectifying a constitutional flaw by most of the previous committee. All members are now encouraged participate fully.
- 10 committee meetings were held.
- The ARAC mandate from the CFU has been updated, reaffirming ARAC as a CFU subcommittee and aligning with international norms and the CFU Constitution. This awaits formal ratification by the CFU Council.
- ARAC membership fees are ring-fenced and used exclusively by ARAC. Expenditure is as shown in the Financial Report below:

<b><u>ARAC Financial Position Year End June 2025</u></b>	
<b><u>Income</u></b>	
Subscriptions	US\$39,533.00
<b>Total</b>	<b>US\$39,533.00</b>
<b><u>Expenditure</u></b>	
Legal fees	-US\$11,500.00
IMT Tax	-US\$230.00
<b>Balance</b>	<b>US\$27,803.00</b>

- There was one vacancy on the committee at year's end.

## **Stakeholder Engagement and Diplomacy**

- As a constituent of CSC, ARAC has participated in 12 CSC meetings.
- On the same basis, meetings have been held with EU, UK, US and Swiss representatives to explain ARAC's position and gain support.

- The President's Office have been apprised of ARAC's intentions, and formal letters have been delivered to Ministries and Embassies raising awareness of the challenges to the proper resolution of the compensation matter.

## **Compensation Steering Committee and the Global Compensation Deed**

At the last AGM, the new structure of the CSC was in process, which process was completed within a few weeks.

- The CSC appointed Charles Laurie, Adam Pratt and Angus Selby as technical experts. The CSC was formally mandated by ARAC, SACFA and SAAI(Zim)
- GCD Status – This remains contentious. A legal opinion on the formal withdrawal by both CFU and SACFA has been obtained. Additionally, a High Court case was brought against the President of Zimbabwe by 5 War Veterans challenging the constitutionality of the GCD, with the CFU President being cited as a respondent.
- It is understood that the case has been dismissed. This is not the same case as the case against the President of Zimbabwe by the same 5 challenging the issuing of Title Deeds.
- There has been exploitation by parties regarding the old and new CSC.

## **Surveys and Data Management**

Through the CSC, ARAC has been involved in the survey of all Title Deed Holders (TDH). The survey sought to profile the ex-farming community as a whole and obtain an update of their views. Some of ex ex-farming community did not participate, especially those who are elderly and most vulnerable. This is regrettable as ARAC's view is that regardless of which route one follows for compensation, fall-back plans are necessary. The salient facts emerging from the 1008 verified responses representing 1561 Title Deeds were:

- 32% of respondents had received interim relief
- 80.8% of respondents would accept the 2020 values with appropriate time-valued corrections.
- 38.1% of respondents were prepared to wait a reasonable time for payment for improvements.
- 35.8% of respondents were prepared to wait indefinitely for payment for land and improvements, whilst 24% were prepared to wait indefinitely for recompense for full losses and damages.
- 55.3% of respondents were in the 50 to 69 age group, whilst 26.4% were between the 70 and 79 age group.

- ARAC encourages all TDH to arrange succession plans and to involve their next of kin in the compensation discussions.

ARAC are very indebted to Adam Pratt and his next-gen cohort for their expertise and input on these exercises. This demonstrates the value of involving the TDH next gen.

## **Communications Strategy**

- ARAC has made a concerted effort to improve communications with TDH
- Countering misinformation is ongoing. The ARAC and the CSC respect the choice that TDH make on which route to follow for compensation and make every effort not to hinder or compromise them, being fully aware that divisions between the farming community only serve to reduce the position of all.
- ARAC and the CSC have a policy of not expressing any criticism of TDH entering into direct negotiations with the Government or accepting the FCA, only stressing the importance of TDH clearly understanding the respective risks.

## **Valuation and Compensation**

- ARAC and the CSC have continued to engage with VALCON and Henry Scotcher as professional valuers and recommend that any TDH who has not had their property valued, to do so.
- ARAC has engaged with the Government to reinstate Interim Relief for those who have not signed on to the FCA.
- Land Tenure Policy – whilst there remains no published official policy, a great deal of vagueness surrounds the land tenure issue.

## **Strategic Considerations**

- Serious thought has been given to a formal division between active farmers and farmers seeking compensation.
- The agricultural recovery program, incorporating compensation, continues to be revised in line with ongoing political developments.
- A clarifying statement is required on the proposed Freehold Title once the policy is published.
- A further survey on TDH preferences will be circulated by the CSC.



# The Commercial Farmers' Union of Zimbabwe



## Thanks

Georgina Browne resigned from the committee due to personal reasons – Georgina was and remains extremely helpful with her diligent and exhaustive work researching issues pertinent to TDH interests. The ARAC Committee is very grateful to Georgina.

The ARAC committee is grateful to the CFU President, Liam Philp, Secretary Suzie Heyns, aided by Louise Connor and Rebecca from the CFU and the CSC Committee, for all their support over the last 12 months.

**Ian McKersie**

**Chairman - ARAC 25th June 2025**



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## Labour Affairs Report

During the period under review, July 2024 to June 2025, we have made great progress in our labour matters as we got to interacted with farmers who raised queries, and we helped them to understand the legislation regulating labour issues. Collective bargaining was also done regarding wages, the NEC Constitution and job evaluation in the agricultural industry. This report summarises the major events of the year.

### **Discipline management**

Discipline at a workplace is important, but how it is handled is also important, as using the wrong approach to discipline an employee can be deemed to be unfair labour practice. It is important for farmers to know how to conduct disciplinary procedures on a farm.

The disciplinary procedure can be found in section 5 of the 7<sup>th</sup> schedule of S.I. 41 of 2022. It is heartening to note that a lot of farmers know how to conduct disciplinary hearings, and those who do not know have been making enquiries as to the correct procedure to follow. However, there are a few cases where the correct procedures were not followed, leading to the employees being reinstated where dismissals had been given as a punishment. Sometimes it is quite costly not to follow the proper procedure.

### **Enquiries**

Enquiries kept coming throughout the year, which helped the farmers to solve any issues and disputes that they were having on their farms. It is important for farmers to make such enquiries about things that they do not know than to engage in areas they are not sure of. In some instances, it has led to some farmers incurring huge costs that they should not have incurred.

Of concern is that some farmers give employees contracts they are not aware of the repercussions of violating the terms of those contracts. For example, renewing a fixed-term contract more than six times, or exceeding 180 days in a 12-month period for a seasonal contract. This will result in the employee becoming a permanent employee. It is therefore important for farmers to enquire, as it helps in preventing any mishaps or huge costs by adopting the wrong procedures.

### **Collective Bargaining**

The Labour Act in section 74 provides for collective bargaining between registered trade unions, employers and employers' organisations. The collective

bargaining is not only about wages, but other important things, like the preceding year, a new constitution of the NEC and job evaluation exercise. The collective bargaining continued throughout the year, and the wage review meetings have been reduced to twice a year. There are negotiations currently underway to reduce it even further, either to once a year or to be in line with production cycles in each sub-sector.

The issue of allowances was devolved to the sub-sectors, meaning that each sub-sector is now negotiating the issue of allowances in their sub-sectors, coming up with their own figures. The allowances used to be negotiated at Full Council, but it was agreed that the sub-sectors are affected by the allowances differently, hence it was devolved to the sub-sectors.

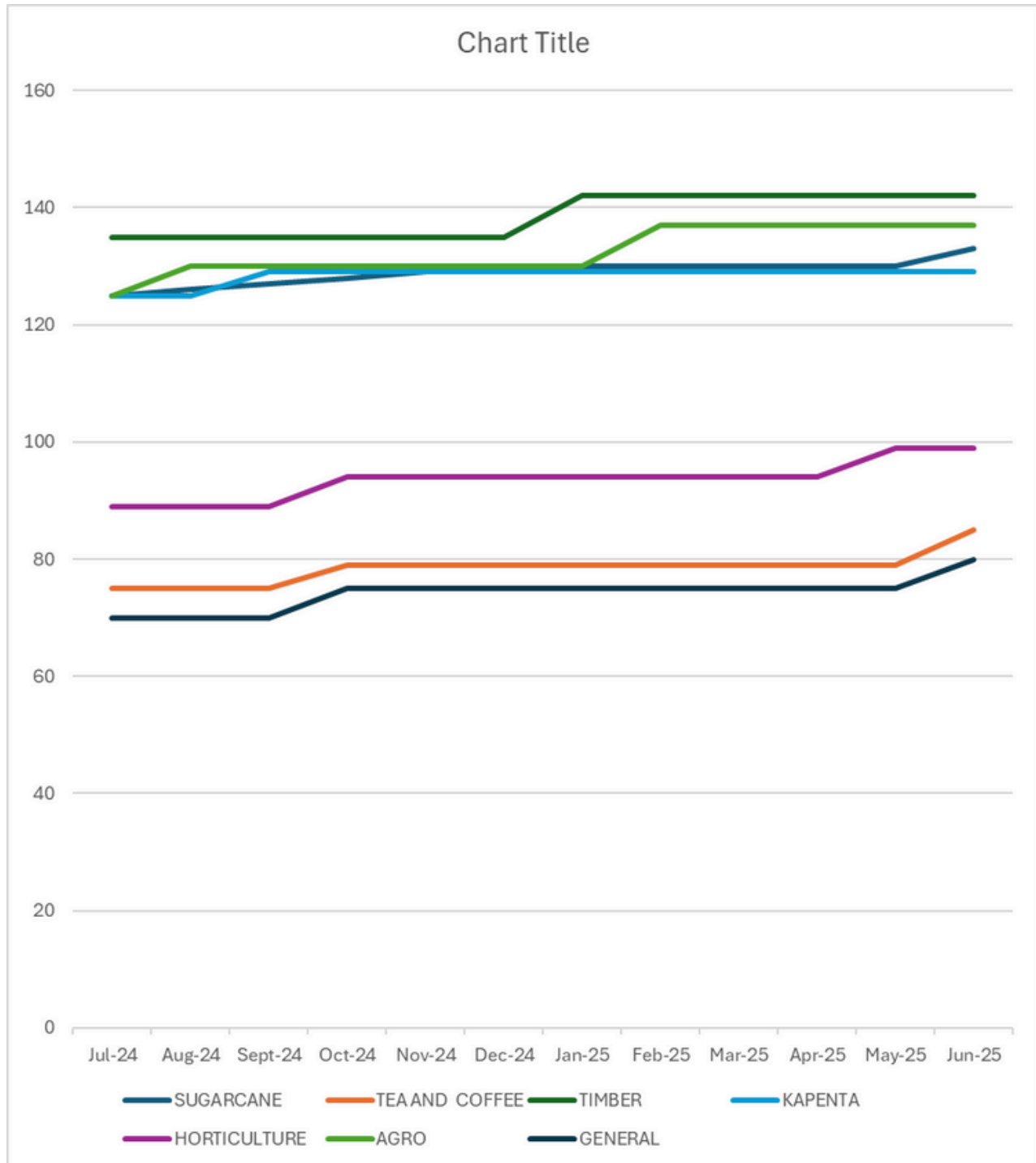
Wages were negotiated throughout the year, and all the sub-sectors saw increases in wages. Below is a tabular and graphical illustration of the wage trends for the years 2024 to 2025.

**Tabular Illustration of Wage Trends for 2024 - 2025**

	SUGAR CANE	TEA AND COFFEE	TIMBER	KAPENTA	HORT	AGRO	GENERAL
Jul 1, ...	125	75	135	125	89	125	70
Aug 1, ...	126	75	135	125	89	130	70
Sep 1, ...	127	75	135	129	89	130	70
Oct 1, ...	128	79	135	129	94	130	75
Nov 1,...	129	79	135	129	94	130	75
Dec 1, ...	130	79	135	129	94	130	75
Jan 1, ...	130	79	142	129	94	130	75
Feb 1, ...	130	79	142	129	94	137	75
Mar 1,...	130	79	142	129	94	137	75
Apr 1, ...	130	79	142	129	94	137	75
May 1,...	130	79	142	129	99	137	75
Jun 1, ...	133	85	142	129	99	137	80



## Graphical Illustration of Wage Trends for 2024-2025



## NEC

### a. NEC Constitution

A new NEC Constitution was adopted in August 2024, which included several amendments, chief among them the allocation of voting rights. For any party to

the NEC to have any voting rights, they must submit their membership (employees working for them [employers] or who are their members [Trade Unions] who remit NEC dues) to the NEC, and the number of members will determine the seats each party is allocated.

However, when the constitution was adopted, not all parties had submitted their membership, and a transitional provisional government was included, which gave seats to all parties in the NEC. This was done not considering membership, but the transitional provision was for the period up to December 2024, after which the seats were to be allocated according to membership.

It is important to note that the new NEC Constitution is still before the Registrar at the Ministry of Public Service, Labour and Social Welfare, awaiting approval. The Registrar had sent it back to the NEC to make some corrections, which were done, and the Constitution was sent back to the Registrar for approval. We are still waiting for the approval.

## **b. Definition of sub-sectors**

The old NEC Constitution only had a few definitions of the sub-sectors which in some instances created confusion when it came to classification of farmers to sub-sectors. The new Constitution however now includes the definitions of all the sub-sectors in the agricultural industry which will aid in the classification of farmers to their sub-sectors.

## **c. Job evaluation**

A job evaluation exercise was concluded in the period under review. A lot of time and resources were used during this exercise. The purpose of the job evaluation exercise was to review the grades in the agricultural industry. The exercise was carried out over a period of one year, and a total of 2115 jobs were evaluated according to the sub-sectors in the industry:

1. Agro-13 farms were visited, and 633 jobs were evaluated.
2. General Agriculture – 45 farms were visited, and 726 jobs were evaluated.
3. Horticulture – 17 farms were visited, and 380 jobs were evaluated.
4. Kapenta – 2 farms were visited, and 21 jobs were evaluated.
5. Sugarcane – 12 farms were visited, and 125 jobs were evaluated.
6. Tea and Coffee – 4 farms were visited, and 130 jobs were evaluated.
7. Timber – 3 farms were visited, and 100 jobs were evaluated.

The previous grades were applicable to all the sub-sectors, but the job evaluation exercise separated the grades, and each sub-sector now has its own grades.

## Legislative developments

There have been no legislative developments that are labour-related for the period under review.

Coming from the El Nino induced drought, the farmers have showed great resilience to cope with the harsh climatic and economic environment. Several changes have happened throughout the year, which include wage increases, changes in the NEC Constitution which greatly affected farming operations, but the farmers stood resolute to continue producing.

In most cases, farmers have been compliant with the legislative requirements when it came to labour issues, and we received numerous enquiries which also helped farmers to be compliant with the relevant provisions. Farmers are encouraged to make enquiries where they are not sure how to handle any situation so that we minimize labour disputes and non-compliance with the legislative provisions.

**Joel N. Farirai**  
**CFU, Labour Affairs**



## 7. 2025 Congress Sponsorship

The Commercial Farmers' Union would like to extend its sincere appreciation towards all those who have contributed to the Union's Annual Congress for 2025.

Without the generous support of these organisations, institutions, individuals and staff, it would not be possible for the Union to host such an event.

Please accept our heartfelt appreciation.

**Mr Liam Philp**

**President**

**The Commercial Farmers' Union of Zimbabwe**





## **8. IN MEMORIUM**



The Commercial Farmers' Union remembers those members that have passed away during the last year and extends its heartfelt condolences to their next of kin.

### **Psalms 116:15**

*Precious in the sight of the LORD  
[is] the death of his saints.*







# The Commercial Farmers' Union of Zimbabwe





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