

Collective Bargaining Agreement: Agricultural Industry

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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, registered in terms of section 79 of the Act [Chapter 28:01].

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 October, 2019.

The employer party and the employee party agreed on minimum wages of the Sugarcane Sector effective 1st October, 2019, and on cost of living adjustment allowances (COLA) payable in October, 2019, November, 2019 and December, 2019, which shall equal 25%, 50% and 75% respectively of the minimum wages effective from 1st October, 2019. The former and current minimum wages and the total

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of minimum wages and COLA payable to employees in October, 2019, November, 2019, and December, 2019, are as follows:

SUGARCANE SECTOR	OLD MINIMUM WAGE	MINIMUM WAGES EFFECTIVE 1st OCTOBER, 2019 (60%)	TOTAL MINIMUM WAGE AND COLA – OCTOBER 2019	TOTAL MINIMUM WAGE AND COLA – NOVEMBER 2019	TOTAL MINIMUM WAGE AND COLA – DECEMBER 2019
GRADE	ZWL\$	ZWL\$	ZWL\$	ZWL\$	ZWL\$
A1	250	400	500	600	700
A2	275	440	550	660	770
A3	303	485	606	727	848
B1	333	533	666	799	932
B2	367	587	734	881	1 028
B3	403	645	806	967	1 128
B4	443	709	886	1 063	1 240
B5	487	779	974	1 169	1 364
C1	537	859	1 074	1 289	1 504
C2	590	944	1 180	1 416	1 652

### 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.

Signed at Harare this Thursday, 17th October, 2019.

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

F. ZONDO,  
Chairman.

P. CHINGWE,  
Vice Chairman.

D. MADYAUSIKU,  
Chief Executive Officer.