

Collective Bargaining Agreement: Agricultural Industry

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 to come into operation on the 1st of March, 2020.

The employer party and the employee party agreed on minimum wages of the Sugarcane Sector effective 1st March, 2020. The parties have further agreed on a cost of living adjustment allowances (COLA), which shall be effective from 1st March, 2020, of 87.5% on the

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minimum wage. The former and current minimum wages and the total of minimum wages and COLA payable to employees effective from 1st March, 2020, are as follows:

SUGARCANE SECTOR	OLD MINIMUM WAGE	MINIMUM WAGES EFFECTIVE 1ST MARCH 2020 (60%)	TOTAL MINIMUM WAGE AND COLA – EFFECTIVE 1ST MARCH 2020
GRADE	ZWL\$	ZWL\$	ZWL\$
A1	400	640	1 200
A2	440	704	1 320
A3	485	776	1 455
B1	533	853	1 599
B2	587	939	1 761
B3	645	1 032	1 935
B4	709	1 134	2 127
B5	779	1 246	2 337
C1	859	1 374	2 577
C2	944	1 510	2 832

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 Wednesday, 18th March, 2020.

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

F. ZONDO,
Chairman.

P. CHINGWE,
Vice Chairman.

D. MADYAUSIKU,
Chief Executive Officer.