

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

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 employer parties” 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 employee parties” or “the trade unions”), of the other part.

The employer parties and the employee parties, being parties to the National Employment Council for the Agricultural Industry in Zimbabwe, have agreed on the following minimum wages effective from 1st October, 2021:

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SUGARCANE SECTOR	FORMER MINIMUM WAGES	MINIMUM WAGES EFFECTIVE 1st OCTOBER, 2021 (23%)
GRADE	ZWLS	ZWLS
A1	7,600	9,348
A2	8,360	10,283
A3	9,216	11,336
B1	10,129	12,459
B2	11,151	13,716
B3	12,256	15,075
B4	13,466	16,563
B5	14,794	18,197
C1	16,315	20,067
C2	17,931	22,055

Exemptions/Reviews

Establishments or employees may apply for exemption or partial exemption/review from paying wages as set up in the above Schedule, stating the reasons why that application should be considered, within 14 days of the date of agreement to the National Employment Council.

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

Signed at Harare this 26th October 2021.

F. ZONDO,
Chairperson.

T. NYIRENDA,
Vice Chairperson.

D. MADYAUSIKU,
Chief Executive Officer.