

Collective Bargaining Agreement: Agricultural Industry:  
Sugarcane Sector

The employer party and the employee party agreed on following:

<i>Sugarcane sector</i>	<i>Old minimum wage</i>	<i>Total minimum wage and cola effective 27th May, 2020</i>
<b>Grade</b>	<b>ZWL\$</b>	<b>ZWL\$</b>
A1	5,000	6,500
A2	5,500	7,150
A3	6,063	7,882
B1	6,664	8,663
B2	7,336	9,537
B3	8,063	10,482
B4	8,859	11,517
B5	9,734	12,654
C1	10,734	13,954
C2	11,797	15,336

*Exemptions/reviews*

An employer/employee can 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 22nd April, 2021.

F. ZONDO,  
Chairperson.

P. NYIRENDA,  
Vice Chairperson.

D. MADYAUSIKU,  
Chief Executive Officer.

*Supplement to the Zimbabwean Government Gazette dated the 24th December, 2021.  
Printed by the Government Printer, Harare.*

Statutory Instrument 280 of 2021.

[CAP. 28:01]

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*], published 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.

This further agreement shall be deemed to have come into operation on the 1st of April, 2021.

Collective Bargaining Agreement: Agricultural Industry:  
Sugarcane Sector

The employer party and the employee party agreed on following:

<i>Sugarcane sector</i>	<i>Old minimum wage</i>	<i>Total minimum wage and cola effective 27th May, 2020</i>
<b>Grade</b>	<b>ZWL\$</b>	<b>ZWL\$</b>
A1	5,000	6,500
A2	5,500	7,150
A3	6,063	7,882
B1	6,664	8,663
B2	7,336	9,537
B3	8,063	10,482
B4	8,859	11,517
B5	9,734	12,654
C1	10,734	13,954
C2	11,797	15,336

*Exemptions/reviews*

An employer/employee can 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 22nd April, 2021.

F. ZONDO,  
Chairperson.

P. NYIRENDA,  
Vice Chairperson.

D. MADYAUSIKU,  
Chief Executive Officer.

*Supplement to the Zimbabwean Government Gazette dated the 24th December, 2021.  
Printed by the Government Printer, Harare.*

Statutory Instrument 280 of 2021.

[CAP. 28:01]

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], published 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.

This further agreement shall be deemed to have come into operation on the 1st of April, 2021.