

Collective Bargaining Agreement: Agricultural Industry:
Sugarcane Subsector

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 SUBSECTOR)

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”) 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”) 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 for the Sugarcane subsector of the agricultural industry effective from 1st January, 2022:

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Sugarcane Subsector

Collective Bargaining Agreement: Sugarcane Sector

SUGARCANE SECTOR	FORMER MINIMUM WAGES	NEW MINIMUM WAGE EFFECTIVE 1ST JANUARY, 2022 (45%)
GRADE	ZWL\$	ZWL\$
A1	9,348	13,555
A2	10,283	14,910
A3	11,336	16,437
B1	12,459	18,065
B2	13,716	19,888
B3	15,075	21,859
B4	16,563	24,017
B5	18,197	26,385
C1	20,067	29,098
C2	22,055	31,980

NB: Figures have been rounded off to the nearest ZWL\$1.

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 from the date of agreement to the National Employment Council.

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

Signed at Harare this 31st March, 2022.

F. ZONDO,
Chairperson.

T. NYIRENDA,
Vice Chairperson.

D. MADYAUSIKU,
Chief Executive Officer.

