

Statutory Instrument 95 of 2024.

**[CAP. 28:01**

**Collective Bargaining Agreement: Agricultural Industry: Sugarcane  
Subsector**

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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 was registered in terms of section 79 of the Act.

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 Agricultural Employers Organisation (ZAEO), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU), Commercial Farmers Union (CFU) and Agro employer representatives (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 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 provisions concerning minimum wages in the Sugarcane subsector effective 1st July, 2023:

1. The Schedule below provides the minimum monthly wages for the Sugarcane subsector in the United States dollar.
2. The Zimbabwean dollar component minimum monthly wages shall be determined by converting the indexed United States dollar minimum wages in the Schedule below to the Zimbabwean dollar at the interbank rate prevailing on the 20th July, 2023, which stood at USD1: 4,752.27140.
3. Effective 1st July, 2023, the minimum wages payable to employees in the Zimbabwean dollar shall be determined by converting the

Collective Bargaining Agreement: Agricultural Industry:  
Sugarcane Subsector

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applicable United States dollar minimum wages in the Schedule below to the Zimbabwean dollar at the interbank rate prevailing on the twentieth (20th) day of the month for which remuneration is due to the employees.

**Collective Bargaining Agreement: Sugarcane Subsector**

SUGAR-CANE SECTOR	FORMER MINIMUM WAGES	FORMER MINIMUM WAGES	NEW MINIMUM WAGE EFFECTIVE 1st JULY, 2023 USD COMPONENT	NEW MINIMUM WAGE EFFECTIVE 1st JULY, 2023 CONVERTED TO ZWD	MINIMUM WAGES EFFECTIVE 1st JULY, 2023 [ZWS EQUIVALENT AT INTERBANK RATE OF 20th JULY, 2023] USD1: 4,752.27140
GRADE	US\$	USD (CONVERTED)	USD	USD (CONVERTED)	ZWD
A1	75	25	90	30	142 568
A2	83	28	100	34	161 577
A3	90	30	108	36	171 082
B1	99	33	119	40	190 091
B2	108	36	130	43	204 348
B3	119	40	143	48	228 109
B4	130	43	156	52	247 118
B5	144	48	173	58	275 632
C1	156	52	187	62	294 641
C2	172	57	206	68	323 154

**NB: Figures have been rounded off to the nearest USD and Zimbabwean dollar.**

*Exemptions/Reviews*

Establishments or employees may apply to the National Employment Council 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.

*Declaration*

The employers and the trade unions having at the agreement set forth herein, the undersigned officer of the Council hereby declare that the foregoing is the agreement arrived at and affix their signatures hereto.

Signed at Harare on the 20th of July, 2023.

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

F. ZONDO,  
Chairperson—Employees' Representative.

T. NYIRENDA,  
Vice Chairperson—Employers' Representative.

D. MADYAUSIKU,  
Chief Executive Officer—NEC Agriculture.

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