



**NATIONAL EMPLOYMENT COUNCIL**  
FOR THE AGRICULTURAL INDUSTRY IN ZIMBABWE

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The social parties constituting the National Employment Council for the Agricultural Industry in Zimbabwe (NECAIZ), which are Horticulture employer representatives, Zimbabwe Agricultural Employers Organisation (ZAE0), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU) and Commercial Farmers Union (CFU) on the employers' side and General Agriculture and Plantation Workers' Union of Zimbabwe (GAPWUZ) and Horticulture General Agriculture and Plantation Workers' Union of Zimbabwe (HGAPWUZ) on the employees' side, have agreed on wages of the Horticultural Sector effective 01 October 2019 as follows:

Collective Bargaining Agreement: Horticulture Sector

HORTICULTURE SECTOR	OLD MINIMUM WAGE	NEW MINIMUM WAGE EFFECTIVE 1 October 2019 (71.36%)
GRADE	ZWL\$	ZWL\$
A1	213	365
A2	229	393
A3	249	426
B1	268	460
B2	285	488
B3	309	529
B4	335	574
B5	361	619
C1	390	669
C2	421	722

**Exemptions/Reviews**

An establishment or employees 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.

**Declaration**

The Employers and the Trade Unions having arrived at the agreement set forth herein, the undersigned officers of the Council hereby declare that the foregoing is the agreement arrived at and affix their signatures hereto.

Signed, at Harare this Thursday 3<sup>rd</sup> October 2019.

F. ZONDO  
CHAIRMAN-EMPLOYEES REP

P. CHINGWE  
VICE CHAIRMAN - EMPLOYERS REP

D. MADYUSIKU  
CHIEF EXECUTIVE OFFICER-NEC GRIC

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