



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

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The social parties constituting National Employment Council for the Agricultural Industry in Zimbabwe (NECAIZ), which are Indigenous Kapenta Producers Association (IKPA), Zimbabwe Agricultural Employers Organisation (ZAE0), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU), Zimbabwe Tobacco Association (ZTA), Zimbabwe Tea Growers Association(ZTGA), Timber Producers Association(TPA), Zimbabwe Sugarcane Employers Organisation (ZSEO), Commercial Farmers Union (CFU), and Agro and Horticulture employer representatives, on the employers' side and General Agriculture and Plantation Workers' Union of Zimbabwe (GAPWUZ), Horticulture General Agriculture and Plantation Workers' Union of Zimbabwe (HGAPWUZ) and Kapenta Workers Union of Zimbabwe (KWUZ) on the employees' side, have agreed on Council Dues effective 01 December 2019 as follows:

**Council Dues**

The awarded Council dues for all sectors in the agricultural industry of Zimbabwe as provided for in Statutory Instrument 116 of 2014 shall be as follows:

1. For the purpose of meeting expenses of the Council, every employer shall, with effect from 1<sup>st</sup> December 2019, deduct from the basic monthly wage/salary of each of his/her permanent, seasonal, casual and fixed term contract employees, 2.5% per month and remit such deductions to NEC Agriculture
2. To the amount deducted and remitted in terms of clause one, the employer shall also contribute 2.5% of the total basic monthly wages/salaries of all of his/her permanent, seasonal, casual and fixed term contract employees per month. Therefore, the total monthly contribution of employers and employees due to NEC Agriculture shall be 5% of the basic monthly wages/salaries of all permanent, seasonal, casual and fixed term contract employees. The total amount shall be remitted to the Chief Executive Officer/Secretary of the Council in full, not later than the 10th day following the month of deduction, together with the dues form, payroll, and any other document prescribed by the Council from time to time.
3. Employer is obliged to declare permanent, seasonal, casual, and fixed term contract employees that are currently employed as defined in the collective bargaining agreement published in Statutory Instrument 116 of 2014 and its amendments.
4. Interest at a rate of 10% *per annum* shall be imposed on any outstanding dues. The interest will accrue daily from the due date of payment to the date of full payment of the outstanding dues and payable interest.

**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 Friday 22 November 2019.

  
ZONDO  
CHAIRMAN- EMPLOYEES REP

  
P. CHINGWE  
VICE CHAIRMAN- EMPLOYERS REP

  
D. MADYAUSIKU  
CHIEF EXECUTIVE OFFICER-NEC AGRIC

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