



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 Zimbabwe Agricultural Employers Organisation (ZAE0), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU), Commercial Farmers Union (CFU) and Horticultural employers' representatives 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 from the 1st of February 2020 as follows:

Collective Bargaining Agreement: Horticulture Sector

HORTICULTURE SECTOR	OLD MINIMUM WAGE	NEW MINIMUM WAGE EFFECTIVE 01 FEBRUARY 2020 (53.15%)
GRADE	ZWL\$	ZWL\$
A1	365	559
A2	393	602
A3	426	652
B1	460	704
B2	488	747
B3	529	810
B4	574	879
B5	619	948
C1	669	1025
C2	722	1106

Exemptions/Reviews

An establishment or employees may 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 Wednesday 26th February 2020.

F. ZOMDO
CHAIRMAN-EMPLOYEES REP

P. CHINGWE
VICE CHAIRMAN - EMPLOYERS REP

D. MADYUSIKU
CHIEF EXECUTIVE OFFICER-NEC AGRIC

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