



N.E.C. AGRICULTURE
No. 6 COTTENHAM AVE., GREENCROFT

29 MAY 2020

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WESTGATE, HARARE

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NATIONAL EMPLOYMENT COUNCIL
FOR THE AGRICULTURAL INDUSTRY IN ZIMBABWE

The social parties constituting the National Employment Council for the Agricultural Industry in Zimbabwe (NECAIZ), which are Zimbabwe Agricultural Employers Organisation (ZAEO), 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 May 2020 as follows:

Collective Bargaining Agreement: Horticulture Sector

HORTICULTURE SECTOR	OLD MINIMUM WAGE	NEW MINIMUM WAGE EFFECTIVE 01 MAY 2020 (121.82%)
GRADE	ZWL\$	ZWL\$
A1	559	1240
A2	602	1335
A3	652	1447
B1	704	1563
B2	747	1658
B3	810	1797
B4	879	1950
B5	948	2103
C1	1025	2273
C2	1106	2453

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 Friday 29th May 2020.

F. ZONDO
CHAIRMAN- EMPLOYEES REP

P. CHINGWE
VICE CHAIRMAN - EMPLOYERS REP

D. MADYAUSIKU
CHIEF EXECUTIVE OFFICER-NEC AGRIC

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