



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

09 JUL 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 the Zimbabwe Agricultural Employers Organisation (ZAE0), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU), Commercial Farmers Union (CFU) and Horticulture employers' representatives on the employers' side and the 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 Horticulture sector effective from the 1<sup>st</sup> of July 2020 as follows:

Collective Bargaining Agreement: Horticulture Sector

HORTICULTURE SECTOR	OLD MINIMUM WAGE	NEW MINIMUM WAGE EFFECTIVE 01 JULY 2020 (91.94%)
GRADE	ZWL\$	ZWL\$
A1	1240	2380
A2	1335	2562
A3	1447	2777
B1	1563	3000
B2	1658	3182
B3	1797	3449
B4	1950	3743
B5	2103	4036
C1	2273	4363
C2	2453	4708

**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 Thursday 9<sup>th</sup> July 2020.

F. ZONDO  
CHAIRMAN- EMPLOYEES REP

P. CHINGWE  
VICE CHAIRMAN - EMPLOYERS REP

D. MADYUSIKU  
CHIEF EXECUTIVE OFFICER-NEC AGRIC

**PROVINCIAL OFFICES**

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