



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

16 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 Zimbabwe Tea Growers' Association (ZTGA), Zimbabwe Agricultural Employers Organisation (ZAEO), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU) and Commercial Farmers Union (CFU) 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 Tea and Coffee Sector effective from 01 July 2020 as follows:

Collective Bargaining Agreement: Tea and Coffee Sector

TEA AND COFFEE SECTOR	OLD MINIMUM WAGE	NEW MINIMUM WAGE EFFECTIVE 01 JULY 2020 (84.62%)
GRADE	ZWL\$	ZWL\$
A1	1,300	2,400
A2	1,391	2,568
A3	1,507	2,782
B1	1,627	3,004
B2	1,756	3,242
B3	1,911	3,528
B4	2,037	3,761
B5	2,205	4,071
C1	2,377	4,388
C2	2,574	4,752

Exemptions/Reviews

An establishment or employee 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 16th July 2020.

F. ZONDO
CHAIRMAN- EMPLOYEES REP

D. MADYUSIKU
CHIEF EXECUTIVE OFFICER-NEC AGRIC

P. CHINGWE
CHAIRMAN - EMPLOYERS REP

PROVINCIAL OFFICES

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