



All Correspondence to be addressed to the CEO

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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 Zimbabwe Tobacco Association (ZTA) 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 minimum wages of the General Agriculture sector effective 1st July 2021 as follows:

1. All employees in the General Agriculture sector shall receive a basic wage which is at least twenty-three percent (23%) higher than their basic wage as at 30 June 2021, subject to clause 2.
2. No employee in the General Agriculture sector shall receive a basic wage which is lower than the minimum wage prescribed for his/her grade in the Schedule below:

Schedule: Minimum Wages for the General Agriculture sector

| GENERAL AGRICULTURE SECTOR | FORMER MINIMUM WAGE | NEW MINIMUM WAGE EFFECTIVE 01 JULY 2021 (23%) |
|----------------------------|---------------------|---|
| GRADE | ZWL\$ | ZWL\$ |
| A1 | 3,969 | 4,882 |
| A2 | 4,256 | 5,235 |
| A3 | 4,688 | 5,766 |
| B1 | 5,003 | 6,154 |
| B2 | 5,358 | 6,590 |
| B3 | 5,796 | 7,129 |
| B4 | 6,284 | 7,729 |
| B5 | 6,803 | 8,368 |
| C1 | 7,343 | 9,032 |
| C2 | 7,938 | 9,764 |

N.B. Figures have been rounded off to the nearest Zimbabwean dollar.

3. The minimum wages set out in this collective bargaining agreement may be amended by agreement of the social parties who are party hereto provided that the effective date of such amendment shall be no earlier than 1st September 2021.

Exemptions/Reviews

Establishments or employees may apply to the National Employment Council for exemption or partial exemption/review from paying wages as set up above, stating the reasons why that application should be considered, within 14 days of the date of agreement.

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.

PROVINCIAL OFFICES

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Signed at Harare this Friday 30th July 2021



MR F. ZONDO
CHAIRMAN EMPLOYEES REP



MR D. MADYUSIKU
CHIEF EXECUTIVE OFFICER-NEC AGRIC



MRS T. NYIRENDA
VICE CHAIRMAN EMPLOYERS REP

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

30 JUL 2021

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WESTGATE, HARARE