



NATIONAL EMPLOYMENT COUNCIL
FOR THE AGRICULTURAL INDUSTRY IN ZIMBABWE

All Correspondence to be addressed to the CEO

Head Office
No. 6 Cottenham Avenue
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P.O. Box WGT 312 Westgate, Harare
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: ceo@necagriculture.co.zw
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The social parties constituting the National Employment Council for the Agricultural Industry in Zimbabwe (NECAIZ), which are the Zimbabwe Agricultural Employers Organisation (ZAEO), 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 October 2021 as follows:

- All employees in the General Agriculture sector shall receive a basic wage which is at least thirty-two and half percent (32.5%) higher than their basic wage as at 30 September 2021, subject to clause 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 OCTOBER 2021 (32.5%)
GRADE	ZWL\$	ZWL\$
A1	4,882	6,469
A2	5,235	6,936
A3	5,766	7,640
B1	6,154	8,154
B2	6,590	8,732
B3	7,129	9,446
B4	7,729	10,241
B5	8,368	11,088
C1	9,032	11,967
C2	9,764	12,937

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

- 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 December 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

BULAWAYO OFFICE

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Signed at Harare this Saturday 30th October 2021

MR F. ZONDO
CHAIRMAN EMPLOYEES' REP

MR D. MADYAUSIKU
CHIEF EXECUTIVE OFFICER-NEC AGRIC

MRS T. NYIRENDA
VICE CHAIRMAN EMPLOYERS' REP

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