



NATIONAL EMPLOYMENT COUNCIL
FOR THE AGRICULTURAL INDUSTRY IN ZIMBABWE

All Correspondence to be addressed to the CEO

Head Office
No. 6 Cottenham Avenue
(off Lomagundi Road)
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P.O. Box WGT 312 Westgate, Harare
+263-242-334471 - 3, 303669, 339890
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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 (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 the 1st October 2021 as follows:

- All employees in the Horticulture sector shall receive a basic wage which is at least thirty-three percent (33%) higher than their basic wage as at 30 September 2021, subject to clause 2.
- No employee in the Horticulture 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 Horticulture sector

HORTICULTURE SECTOR	FORMER MINIMUM WAGE	NEW MINIMUM WAGE EFFECTIVE 01 OCTOBER 2021 (33%)
GRADE	ZWL\$	ZWL\$
A1	5,208	6,927
A2	5,606	7,456
A3	6,076	8,081
B1	6,564	8,730
B2	6,963	9,261
B3	7,549	10,040
B4	8,190	10,893
B5	8,832	11,747
C1	9,548	12,699
C2	10,301	13,700

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

L.A.P.F. House, 3rd Floor
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BINDURA OFFICE

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CHINHOYI OFFICE

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Signed at Harare this 31st October 2021.

MR. F. ZONDO

CHAIRPERSON- EMPLOYEES' REP

MR. D. MADYAUSIKU

CHIEF EXECUTIVE OFFICER-NEC AGRIC

MRS.T. NYIRENDA

VICE CHAIRPERSON – EMPLOYERS' REP

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