



NATIONAL EMPLOYMENT COUNCIL
FOR THE AGRICULTURAL INDUSTRY IN ZIMBABWE

All Correspondence to be addressed to the CEO

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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 Zimbabwe Agricultural Agro Dealers Employers' Organisation (ZAADEO) on the employers' side and the General Agriculture and Plantation Workers' Union of Zimbabwe (GAPWUZ), Horticulture, General Agriculture and Plantation Workers' Union of Zimbabwe (HGAPWUZ), Zimbabwe Horticulture Agro Industries and General Agriculture Workers Union (ZHAGAWU), and Progressive Agriculture and Allied Industries Workers' Union of Zimbabwe (PAAWUZ) on the employees' side, have agreed on the following provisions concerning minimum wages in the Agro sector effective 1st February 2025.

1. The minimum wage for the Agro subsector shall be increased by 5 percent from USD130.00 to USD137.00 payable in a component of 70% United States Dollars (USD) and a USD component of 30% convertible to the Zimbabwe Gold (ZWG) currency according to the prevailing interbank rate on the 20th day each month for which the wage is due, effective 1st February 2025.
2. Schedule A below provides the minimum monthly wages for the Agro subsector. The minimum wages provided in the schedule are effective 1 February 2025.
3. Notwithstanding anything contained in any collective bargaining agreement applying to the generality of the agricultural industry, and without derogation from any further allowances provided for in any such collective bargaining agreements, the Agro subsector has agreed to the minimum allowances referred to in Schedule B below, and these shall be binding on all employers and employees in the Agro subsector.

Schedule A: Agro Subsector Minimum Wages

AGRO SUBSECTOR	FORMER MINIMUM WAGES (1 ST AUGUST 2024)	FORMER MINIMUM WAGES EFFECTIVE 1 ST AUGUST 2024 PAYABLE IN USD	FORMER WAGES EFFECTIVE 1 ST AUGUST 2024 CONVERTED AT INTERBANK RATE	FORMER MINIMUM WAGES EFFECTIVE 1 ST AUGUST 2024 [ZWG EQUIVALENT AT INTERBANK RATE OF 20 MARCH 2025] USD1:26.6993	NEW MINIMUM WAGES EFFECTIVE 1 ST FEBRUARY 2025	COMPONENT OF MINIMUM WAGE PAYABLE IN USD	USD COMPONENT OF MINIMUM CONVERTIBLE TO ZWG	NEW MINIMUM WAGE CONVERTED AT INTERBANK RATE OF 8 TH APRIL 2025 AT USD1:ZWG26.7 985
GRADE	USD	USD COMPONENT	USD CONVERTED	ZWG	USD	USD	USD CONVERTIBLE	ZWG
A1	130	91	39	1 041	137	96	41	1 099
A2	138	97	41	1 095	145	102	43	1 152
A3	151	106	45	1 201	159	111	48	1 286
B1	163	114	49	1 308	171	120	51	1 367
B2	173	121	52	1 388	182	127	55	1 474
B3	189	132	57	1 522	198	139	59	1 581
B4	203	142	61	1 629	213	149	64	1 715
B5	222	155	67	1 789	233	163	70	1 876
C1	238	167	71	1 896	250	175	75	2 010
C2	258	181	77	2 056	271	190	81	2 171

NB: Figures have been rounded off to the nearest USD and Zimbabwean Dollar.

Schedule B: Agro Subsector Allowances

AGRO SUBSECTOR ALLOWANCES	FORMER MONTHLY ALLOWANCES	NEW MONTHLY ALLOWANCES EFFECTIVE 1 ST FEBRUARY 2025
TYPE OF ALLOWANCE	US\$	US\$
Transport	Actual cost to be paid by the employer	Actual cost to be paid by the employer
Accommodation	38	40
Fuel	11	12
Light	7	8
Dog Handling (for employees who have been required to handle dogs as part of their duty)	5% of employee's basic monthly wage	5% of employee's basic monthly wage
Firearm (for employees who have been required to handle firearms as part of their duty)	5% of employee's basic monthly wage	5% of employee's basic monthly wage
Travel and Subsistence	Actual cost to be paid by the employer	Actual cost to be paid by the employer

Exemptions/Reviews

Establishments or employees may apply in writing to the National Employment Council for exemption or partial exemption/review from paying wages as set up in the above schedule, 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.

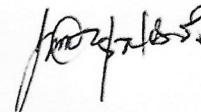
Signed at Harare this 8th April 2025



MRS T. NYIRENDA
CHAIRPERSON- EMPLOYERS' REP



MR D. MADYAUSIKU
CHIEF EXECUTIVE OFFICER



MR F. ZONDO
VICE CHAIRPERSON - EMPLOYEES' REP

<p>N.E.C. AGRICULTURE No. 6 COTTENHAM AVE., GREENCROFT</p> <p>08 APR 2025</p> <p>P.O. BOX WGT 312 WESTGATE, HARARE</p>
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