



NATIONAL EMPLOYMENT COUNCIL
FOR THE AGRICULTURAL INDUSTRY IN ZIMBABWE

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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), Agriculture and Allied Workers Union (AAWU), Progressive Agriculture and Allied Industries Workers Union of Zimbabwe (PAAWUZ), Zimbabwe Horticulture Agro Industries and General Agriculture Workers Union (ZHAGAWU) representatives on the employees' side, have agreed on the following provisions concerning minimum wages in the Horticulture subsector effective 1 October 2024.

1. The Schedule below provides the minimum monthly wages for the Horticulture subsector which consist of a component fixed in the United States Dollar of 80%, and a further component denominated in the United States Dollar of 20% payable in the Zimbabwe Gold Currency at interbank rate on the date of payment.

Schedule: Minimum Wage schedule for the Horticulture subsector effective 1 October 2024.

GRADING SCHEDULE	FORMER MINIMUM	FORMER MINIMUM WAGE PAYABLE IN USD	FORMER MINIMUM WAGE CONVERTED AT INTERBANK RATE	NEW MINIMUM WAGE AGREEMENT EFFECTIVE 1 ST OCTOBER 2024	USD COMPONENT OF MINIMUM WAGE EFFECTIVE 1 ST OCTOBER 2024 PAYABLE IN USD	COMPONENT OF MINIMUM WAGE EFFECTIVE 1 ST OCTOBER 2024 CONVERTIBLE TO ZWG ON DATE OF PAYMENT
GRADE	USD	USD COMPONENT	USD (CONVERTED)	USD	USD (COMPONENT)	USD (CONVERTED)
A1	89	71	18	94	75	19
A2	97	78	19	102	82	20
A3	104	83	21	110	88	22
B1	113	90	23	119	95	24
B2	119	95	24	126	101	25
B3	129	103	26	136	109	27
B4	138	110	28	146	117	29
B5	150	120	30	158	126	32
C1	162	130	32	171	137	34
C2	176	141	35	186	149	37

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

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 above, stating the reasons why that application should be considered, within 14 days of the date of agreement.

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

10 OCT 2024

P.O. BOX WGT 312
WESTGATE, HARARE


Declaration

The Employer Organisations 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.

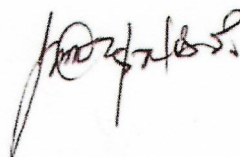
Signed at Harare this Thursday, 10th October 2024.



MRS T. NYIRENDA
CHAIRPERSON- EMPLOYERS REP



MR D. MADYAUSIKU
CHIEF EXECUTIVE OFFICER



MR F. ZONDO
VICE CHAIRPERSON - EMPLOYEES REP