



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), Zimbabwe Tobacco Association (ZTA), and Commercial Farmers Union (CFU) 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), and Zimbabwe Horticulture Agro Industries and General Agriculture Workers Union (ZHAGAWU) on the employees' side, have agreed on the following provisions concerning minimum wages in the General Agriculture subsector effective 1 October 2024.

1. The Schedule below provides the minimum monthly wages for the General Agriculture subsector which consist of a component fixed in the United States Dollar of 65%, and a further component denominated in the United States Dollar of 35% payable in the Zimbabwe Gold Currency at the interbank rate fixed on the 22nd day of October 2024.
2. The component payable in the Zimbabwe Gold Currency shall subsequently be rated on the 22nd day of each month following the month of this agreement.

Schedule: Minimum Wages for the General Agriculture subsector effective 1 October 2024

GRADING SCHEDULE	FORMER MINIMUM WAGE USD EFFECTIVE 1 ST JUNE 2024	NEW MINIMUM WAGE USD EFFECTIVE 1 OCTOBER 2024	NEW MINIMUM WAGE EFFECTIVE 1 ST OCTOBER 2024 PAYABLE IN USD	NEW MINIMUM WAGE EFFECTIVE 1 ST OCTOBER 2024	MINIMUM WAGE EFFECTIVE 01 OCTOBER 2024 [ZWG EQUIVALENT AT INTERBANK RATE OF 22 ND OCTOBER 2024] USD1:27.0645
GRADE	USD	USD	USD (COMPONENT)	USD (CONVERTED)	ZWG
A1	70	75	49	26	704
A2	75	80	52	28	758
A3	82	88	57	31	839
B1	89	95	62	33	893
B2	95	102	66	36	974
B3	102	109	71	38	1,028
B4	110	118	77	41	1,110
B5	119	128	83	45	1,218
C1	129	138	90	48	1,299
C2	139	149	97	52	1,407

N.B. Figures have been rounded off to the nearest USD as appropriate.

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.

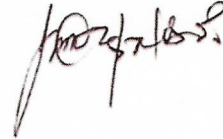
Signed at Harare this Friday 18 October 2024



MRS T. NYIRENDA
CHAIRPERSON EMPLOYERS' REP



MR D. MADYAUSIKU
CHIEF EXECUTIVE OFFICER-NEC AGRIC



MR F. ZONDO
VICE CHAIRMAN EMPLOYEES' REP

