



**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 Zimbabwe Kapenta Producers Association (ZKPA) on the employers' side and the Kapenta Workers Union of Zimbabwe (KWUZ), 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 that minimum wages of the Kapenta subsector shall be in the United States dollar, effective from 1 September 2024, as follows:

Schedule: Minimum wages of the Kapenta Subsector of the Agricultural Industry

KAPENTA SUBSECTOR	FORMER MINIMUM WAGE		NEW MINIMUM WAGE EFFECTIVE 01 SEPTEMBER 2024	
	GRADE	USD	GRADE	USD
A1		125	A1	129
A2		135	A2	139
A3		145	A3	150
B1		158	B1	163
B2		170	B2	175
B3		184	B3	190
B4		199	B4	205
B5		215	B5	222
C1		232	C1	239
C2		250	C2	258

**NB** Figures of the new minimum wages have been rounded off to the nearest USD1.

### Exemptions/Reviews

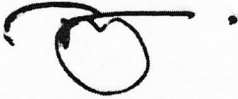
An establishment or employees may apply to the National Employment Council within 14 days for an exemption or partial exemption/review from paying wages as set up in the above schedule, stating the reasons why that application should be considered.

N.E.C. AGRICULTURE  
No. 6 COTTENHAM AVE., GREENCROFT  
  
2 6 SEP 2024  
  
P.O. BOX WGT 312  
WESTGATE, HARARE

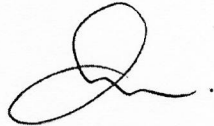
**Declaration**

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.

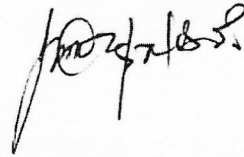
Signed at Harare this Thursday 26<sup>th</sup> September 2024.



MRS T. NYIRENDA  
CHAIRPERSON- EMPLOYERS REP



MR D. MADYUSIKU  
CHIEF EXECUTIVE OFFICER



MR F. ZONDO  
VICE CHAIRMAN – EMPLOYEES REP