



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 Zimbabwe Agricultural Employers Organisation (ZAE0), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU), Zimbabwe Tobacco Association (ZTA), Zimbabwe Tea Growers Association (ZTGA), Timber Producers Association (TPA), Zimbabwe Sugarcane Employers Organisation (ZSEO), Commercial Farmers Union (CFU), Zimbabwe Kapenta Producers Association (ZKPA) and Agro and Horticulture employer representatives on the employers' side and General Agriculture and Plantation Workers' Union of Zimbabwe (GAPWUZ), Horticulture General Agriculture and Plantation Workers' Union of Zimbabwe (HGAPWUZ) and Kapenta Workers Union of Zimbabwe (KWUZ) on the employees' side, have agreed on all Sub Sectors Allowances effective 1st July 2024 as follows:

- The minimum monthly allowances payable to employees in the Zimbabwe Gold (ZWG) shall be determined by converting the indexed United States dollar in the schedule below to the Zimbabwe Gold (ZWG) at the interbank rate prevailing on the twentieth (20th) day of the month due to the employees.

ALL SUB SECTOR ALLOWANCES IN THE AGRICULTURAL INDUSTRY	FORMER MONTHLY ALLOWANCES	FORMER MONTHLY ALLOWANCES AS AT 20 TH JUNE 2024 1 USD: 13.5820	NEW MONTHLY ALLOWANCES EFFECTIVE 1 ST JULY 2024	NEW MONTHLY ALLOWANCES EFFECTIVE 1 ST JULY 2024 EQUIVALENT AT INTERBANK RATE OF 12 TH JULY 2024 1 USD: 13.7634
TYPE OF ALLOWANCE	USD	ZWG	USD	ZWG
Transport	Actual cost to be paid by the employer	Actual cost to be paid by the employer	Actual cost to be paid by the employer	Actual cost to be paid by the employer
Accommodation	28.00	380.00	38.00	523.00
Fuel	10.00	136.00	11.00	151.00
Light	6.00	81.00	7.00	96.00
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	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	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	Actual cost to be paid by the employer	Actual cost to be paid by the employer

The employer and employee parties further agreed that where an employer and employee in the agricultural industry agree that the employee shall construct, at the premises of the employer, accommodation which the employee will occupy during the tenure of his/her employment, the employer shall pay the employee concerned a once-off accommodation construction allowance which is no less than the employees' basic wages for two weeks of work at the time of payment.

Exemptions

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

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.

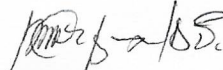
Signed at Harare this Friday 12th July 2024.



MRS T. NYIRENDA
CHAIRPERSON EMPLOYERS' REP



MR D. MADYAUSIKU
CHIEF EXECUTIVE OFFICER



MR F. ZONDO
VICE CHAIRPERSON EMPLOYEES' REP

N.E.C. AGRICULTURE
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12 JUL 2024
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WESTGATE, HARARE