



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), Zimbabwe Horticulture Agro Industries and General Agriculture Workers Union (ZHAGAWU) representatives on the employees' side, have agreed on the following provisions concerning minimum wages and allowances in the General Agriculture subsector effective 1 June 2025.

1. The minimum wage for the General Agriculture subsector shall be increased from USD75.00 to USD80.00 payable in a component of 65% United States Dollars (USD) and a USD component of 35% convertible to the Zimbabwe Gold (ZWG) currency at the interbank rate fixed on the 22nd day of every month.
2. Schedule A below provides the minimum monthly wages for the General Agriculture subsector. The minimum wages provided in the schedule are effective 1 June 2025.
3. Where there is capacity, entities are encouraged to pay 100% of the wage in USD.

Schedule A: Minimum Wage schedule for the General Agriculture subsector effective 1 June 2025.

GRADING SCHEDULE	FORMER MINIMUM	FORMER MINIMUM WAGE PAYABLE IN USD	FORMER MINIMUM WAGE CONVERTED AT INTERBANK RATE	NEW MINIMUM WAGE AGREEMENT EFFECTIVE 1 ST JUNE 2025	USD COMPONENT OF MINIMUM WAGE EFFECTIVE 1 ST JUNE 2025 PAYABLE IN USD	COMPONENT OF MINIMUM WAGE EFFECTIVE 1 ST JUNE 2025 CONVERTIBLE TO ZWG ON THE 22 ND DAY OF EVERY MONTH	NEW MONTHLY MINIMUM WAGES – JUNE 2025 [ZWG INDEXED/CONVERTED PORTION AT INTERBANK RATE OF 20 TH JUNE 2025]
							USD1:26.9918
GRADE	USD	USD COMPONENT	USD (CONVERTED)	USD	USD (COMPONENT)	USD (CONVERTED)	
A1	75	49	26	80	52	28	756
A2	80	52	28	85	55	30	810
A3	88	57	31	94	61	33	891
B1	95	62	33	101	66	35	945
B2	102	66	36	109	71	38	1 026
B3	109	71	38	116	75	41	1 107
B4	118	77	41	126	82	44	1 188
B5	128	83	45	137	89	48	1 296
C1	138	90	48	147	96	51	1 377
C2	149	97	52	159	103	56	1 512

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

Schedule B: Allowances for the General Agriculture Subsector

1. The General Agriculture subsector has agreed to the minimum allowances referred to in the schedule below, and these shall be binding on all employers and employees in the General Agriculture subsector.
2. The allowances in Schedule B below shall be rated at the prevailing interbank rate of the 22nd day of every month.
3. Where there is capacity, entities are encouraged to pay 100% of the allowances in USD.

Schedule B: General Agriculture Subsector Allowances

GENERAL AGRICULTURE SUBSECTOR ALLOWANCES	FORMER MONTHLY ALLOWANCES	NEW MONTHLY ALLOWANCES EFFECTIVE 1 ST JUNE 2025	FORMER MONTHLY ALLOWANCES AS AT 20 MAY 2025 AT INTERBANK RATE USD1: 26.8786	NEW MONTHLY ALLOWANCES AS AT 20 JUNE 2025 AT INDEXED/CONVERTED INTERBANK RATE USD1:26.9918
TYPE OF ALLOWANCE	US\$	US\$	ZWG	ZWG
Accommodation	38	38	1,021	1,026
Fuel	11	12	296	324
Light	7	8	188	216
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
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

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



[Handwritten signature]

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.

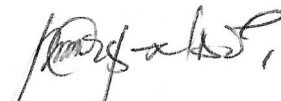
Signed at Harare this 18th June 2025.



MRS T. NYIRENDA
CHAIRPERSON- EMPLOYERS REP



MR D. MADYUSIKU
CHIEF EXECUTIVE OFFICER



MR/F. ZONDO
VICE CHAIRPERSON – EMPLOYEES REP

