



NATIONAL EMPLOYMENT COUNCIL
FOR THE AGRICULTURAL INDUSTRY IN ZIMBABWE

All Correspondence to be addressed to the CEO

Head Office

No. 6 Cottenham Avenue

(Off Lomagundi Road

Greencroft, Harare

✉ P.O. Box WGT 312 Westgate, Harare

☎ +263 - 242 - 334 471 - 3, 303 669, 339 890

✉ ceo@necagriculture.co.zw

✉ finance@necagriculture.co.zw

🌐 www.necagriculture.co.zw

The social parties constituting the National Employment Council for the Agricultural Industry in Zimbabwe (NECAIZ), which are Zimbabwe Kapenta Producers Association (ZKPA), Zimbabwe Agricultural Employers Organisation (ZAEO), Zimbabwe Commercial Farmers Union (ZCFU) and Zimbabwe Farmers Union (ZFU) 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 July 2023, as follows:

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

KAPENTA SUBSECTOR	FORMER MINIMUM WAGE	NEW MINIMUM WAGE EFFECTIVE 01 JULY 2023
GRADE	USD	USD
A1	110.00	113.00
A2	119.00	122.00
A3	128.00	131.00
B1	139.00	143.00
B2	150.00	154.00
B3	162.00	166.00
B4	175.00	180.00
B5	189.00	194.00
C1	204.00	210.00
C2	220.00	226.00

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

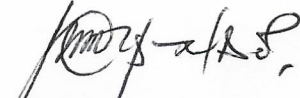
27 JUL 2023

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 27th July 2023.



MR F. ZONDO
CHAIRPERSON- EMPLOYEES REP



MR D. MADYUSIKU
CHIEF EXECUTIVE OFFICER



MRS T. NYIRENDA
CHAIRPERSON - EMPLOYERS REP