



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), Zimbabwe Agricultural Employers Organisation (ZAE0), 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 January 2024, as follows:

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

KAPENTA SUBSECTOR	FORMER MINIMUM WAGE	NEW MINIMUM WAGE EFFECTIVE 01 JANUARY 2024
GRADE	USD	USD
A1	113.00	125
A2	122.00	135
A3	131.00	145
B1	143.00	158
B2	154.00	170
B3	166.00	184
B4	180.00	199
B5	194.00	215
C1	210.00	232
C2	226.00	250

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
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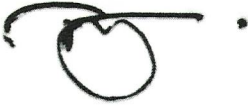
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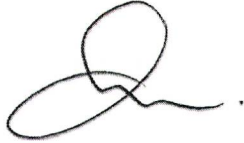
Declaration

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.

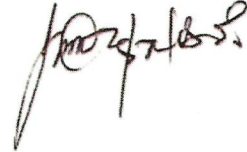
Signed at Harare this Tuesday 6th February 2024.



MRS T. NYIRENDA
CHAIRPERSON- EMPLOYERS REP



MR D. MADYAUSIKU
CHIEF EXECUTIVE OFFICER



MR F. ZONDO
VICE CHAIRMAN - EMPLOYEES REP

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