



N.E.C. AGRICULTURE
No. 6 COTTENHAM AVE., GREENCROFT

26 JUN 2025

P.O. BOX WGT 312
WESTGATE, HARARE

NATIONAL EMPLOYMENT COUNCIL
FOR THE AGRICULTURAL INDUSTRY IN ZIMBABWE

All Correspondence to be addressed to the CEO

Head Office
No. 6 Cottenham Avenue
(Off Nemakonde Way)
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

🌐 website:www.necagriculture.co.zw

The social parties constituting the National Employment Council for the Agricultural Industry in Zimbabwe (NECAIZ), which are Zimbabwe Sugarcane Employers Organisation (ZSEO), Zimbabwe Agricultural Employers Organisation (ZAE0), Zimbabwe Commercial Farmers Union (ZCFU) and Zimbabwe Farmers Union (ZFU) 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) on the employees' side, have agreed on minimum wages of the Sugarcane Sector effective 1st June 2025 as follows:

1. The minimum wage for the Sugarcane subsector shall be increased from USD130.00 to USD133.00 with a component USD125.00 payable in United States Dollars (USD) and a component of USD8.00 shall be convertible to the Zimbabwe Gold (ZWG) currency and on a sliding scale payable at the prevailing interbank rate of 20th day of the month payment to the Zimbabwe Gold currency (ZWG).
2. Schedule A below provides the minimum monthly wages for the Sugarcane subsector. The minimum wages provided in the schedule are effective 1 June 2025.
3. Notwithstanding anything contained in any collective bargaining agreement applying to the generality of the agricultural industry, and without derogation from any further allowances provided for in any such collective bargaining agreements, the Sugarcane subsector has agreed to the minimum allowances referred to in Schedule B below, and these shall be binding on all employers and employees in the Sugarcane subsector.

Schedule A: Minimum Wage schedule for the Sugarcane 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 20 TH OF THE MONTH	COMPONENT OF MINIMUM WAGE EFFECTIVE 1 ST JUNE 2025 CONVERTIBLE TO ZWG ON THE 26 TH DAY JUNE 2025 USD1: 26.9507
GRADE	USD	USD COMPONENT	USD (CONVERTED)	USD	USD (COMPONENT)	USD (CONVERTED)	ZWG
A1	130	125	5	133	125	8	216
A2	145	140	5	148	139	9	243
A3	155	150	5	159	149	10	270
B1	171	166	5	175	164	11	296
B2	185	180	5	189	178	11	296
B3	209	199	10	214	201	13	350
B4	227	217	10	232	218	14	377
B5	251	241	10	257	242	15	404
C1	269	259	10	275	259	17	458
C2	295	285	10	302	284	18	485

NB: Figures have been rounded off to the nearest USD and ZWG.

Schedule B: Sugarcane Subsector Allowances

SUGARCANE SUBSECTOR ALLOWANCES	FORMER MONTHLY ALLOWANCES	NEW MONTHLY ALLOWANCES EFFECTIVE 1 ST JUNE 2025
TYPE OF ALLOWANCE	USD	USD
Accommodation	38	45
Fuel	11	11

Light	7	7
Transport	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
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
Travel and Subsistence	Actual cost to be paid by the employer	Actual cost to be paid by the employer

NB: Figures have been rounded off to the nearest USD and ZWG.

Exemptions/Reviews

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

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.

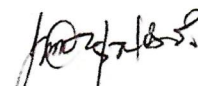
Signed at Harare this Thursday 26th June 2025.



MRS T. NYIRENDA
CHAIRPERSON - EMPLOYERS' REP



MR D. MADYAUSIKU
CHIEF EXECUTIVE OFFICER



MR F. ZONDO
VICE CHAIRPERSON- EMPLOYEES' REP

