



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 Timber Producers Association (TPA), Zimbabwe Agricultural Employers Organisation (ZAEO), Zimbabwe Commercial Farmers Union (ZCFU), 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 the following provisions concerning minimum wages of the Timber Subsector effective 1st July 2024 as follows:

1. The schedule below provides the minimum monthly wages for Timber Subsector which consists of a component fixed in United States Dollar (USD27) payable in the Zimbabwe Gold currency, and a further component payable in the United States Dollar (USD108). The minimum wages provided in the schedule are those effective 1st July 2024.
2. The minimum wages payable to employees in the Zimbabwe Gold currency shall be determined by converting the applicable component fixed in United States Dollar to the Zimbabwean Gold currency at the interbank rate prevailing on the twentieth (20th) day of the month for which remuneration is due to the employees.
3. The Minimum wages component payable in Zimbabwe Gold currency shall be converted at the prevailing interbank rate as at 16th July 2024 which stood at **USD1: 13.7562**.

Collective Bargaining Agreement : Timber Subsector for the Agricultural Industry in Zimbabwe

GRADING SCHEDULE	FORMER MINIMUM WAGE EFFECTIVE 01 JANUARY 2024	FORMER MINIMUM WAGES EFFECTIVE 01 JANUARY 2024 PAYABLE IN USD	FORMER MINIMUM WAGES EFFECTIVE 01 JANUARY 2024 CONVERTED AT INTERBANK RATE	FORMER MINIMUM WAGE AT INTERBANK RATE AS AT 20 TH JUNE 2024 USD1: 13.5820	NEW MINIMUM WAGE EFFECTIVE 1 ST JULY 2024	NEW MINIMUM WAGE EFFECTIVE 1 ST JULY 2024 PAYABLE IN USD	NEW MINIMUM WAGES EFFECTIVE 1 ST JULY 2024 CONVERTED AT INTERBANK RATE	NEW MINIMUM WAGES AT INTERBANK RATE (16 TH JULY 2024) USD1: 13.7562
GRADE	USD	USD	USD (CONVERTED)	ZWG	USD	USD (COMPONENT)	USD (CONVERTED)	ZWG
A1	127	100	27	367	135	108	27	371
A2	137	107	30	407	146	117	29	399
A3	147	115	32	435	156	125	31	426
B1	160	125	35	475	170	136	34	468
B2	173	135	38	516	184	147	37	509
B3	186	145	41	557	198	158	40	550
B4	201	157	44	598	214	171	43	592
B5	219	171	48	652	233	186	47	647
C1	236	184	52	706	251	201	50	688
C2	252	197	55	747	268	214	54	743

N.B. All amounts have been rounded off to the nearest Zimbabwe Gold or 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 wages as set up in the above schedule, stating the reasons why that application should be considered, within 14 days of the date of agreement.

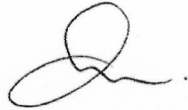
Declaration

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.

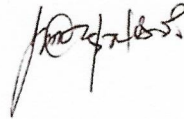
Signed at Harare this Tuesday 16 July 2024.



MRS T. NYIRENDA
CHAIRPERSON - EMPLOYERS REP



MR D. MADYUSIKU
CHIEF EXECUTIVE OFFICER.



MR F. ZONDO
VICE CHAIRPERSON - EMPLOYEES REP.

N.E.C. AGRICULTURE
No. 6 COTTENHAM AVE., GREENCROFT
16 JUL 2024
P.O. BOX WGT 312
WESTGATE, HARARE