



The social parties constituting the National Employment Council for the Agricultural Industry in Zimbabwe (NECAIZ), which are Zimbabwe Kapenta Producers Association (ZKPA) and Zimbabwe Agricultural Employers Organisation (ZAE0) on the employers' side and the Kapenta Workers Union of Zimbabwe (KWUZ) and General Agriculture and Plantation Workers' Union of Zimbabwe (GAPWUZ) on the employees' side, have agreed that minimum wages of the Kapenta subsector shall be in the United States dollar, effective from 1 August 2025, as follows:

1. The minimum wage for the Kapenta subsector shall be increased from USD129.00 to USD140.00 payable in 100% United States Dollars (USD) effective 1st August 2025.
2. Schedule A below provides the minimum monthly wages for the Kapenta subsector. The minimum wages provided in the schedule are effective 1 August 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 Kapenta 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 Kapenta subsector.

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

| KAPENTA SUBSECTOR | FORMER MINIMUM WAGE | NEW MINIMUM WAGE EFFECTIVE 01 AUGUST 2025 |
|-------------------|---------------------|-------------------------------------------|
| GRADE | USD | USD |
| A1 | 129 | 140 |
| A2 | 139 | 151 |
| A3 | 150 | 163 |
| B1 | 163 | 177 |
| B2 | 175 | 190 |
| B3 | 190 | 206 |
| B4 | 205 | 222 |
| B5 | 222 | 241 |
| C1 | 239 | 259 |
| C2 | 258 | 280 |
| C3 | - | 300 |
| C4 | - | 321 |
| C5 | - | 343 |

NB Figures of the new minimum wages have been rounded off to the nearest USD1.

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

29 AUG 2025

P.O. BOX WGT 312
WESTGATE, HARARE

Schedule B: Kapenta Subsector Allowances

| KAPENTA SUBSECTOR ALLOWANCES | FORMER MONTHLY ALLOWANCES | NEW MONTHLY ALLOWANCES EFFECTIVE 1 ST AUGUST 2025 |
|------------------------------------------------------------------------------------------|----------------------------------------|--------------------------------------------------------------|
| TYPE OF ALLOWANCE | USD | USD |
| Accommodation | 38 | 57 |
| Fuel | 11 | 13 |
| Light | 7 | 10 |
| 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 |

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.

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.

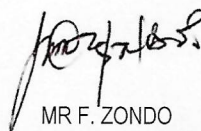
Signed at Kariba this Friday 29th August 2025.



MRS T. NYIRENDA
CHAIRPERSON- EMPLOYERS REP



MR D. MADYAUSIKU
CHIEF EXECUTIVE OFFICER



MR F. ZONDO
VICE CHAIRPERSON – EMPLOYEES REP

