



NATIONAL EMPLOYMENT COUNCIL
FOR THE AGRICULTURAL INDUSTRY IN ZIMBABWE

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The social parties constituting the National Employment Council for the Agricultural Industry in Zimbabwe (NECAIZ), which are the Zimbabwe Agricultural Employers Organisation (ZAE0), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farm Employers Association (ZFEA), Commercial Farmers Union (CFU), Zimbabwe Agricultural Agro Dealers Employers' Organisation (ZAADEO), and Agro employer representatives on the employers' side and the General Agriculture and Plantation Workers' Union of Zimbabwe (GAPWUZ), Zimbabwe Horticulture Agro Industries and General Agriculture Workers Union (ZHAGAWU), and Progressive Agriculture and Allied Industries Workers' Union of Zimbabwe (PAAWUZ) on the employees' side, have agreed on the following provisions concerning minimum wages in the Agro sector effective 1st February 2026.

1. The minimum wage for the Agro subsector shall be increased by 8 percent from USD137.00 to USD148.
2. Schedule A below provides the minimum monthly wages for the Agro subsector. The minimum wages provided in the schedule are effective 1 February 2026, and shall be payable in components of 70% in USD and 30% denominated in USD payable, in ZWG at the interbank rate on the date of payment.
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 Agro 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 Agro subsector.

Schedule A: Agro Subsector Minimum Wages

AGRO SUBSECTOR	FORMER MINIMUM WAGES (1 ST FEBRUARY 2025)	NEW MINIMUM WAGES EFFECTIVE 1 ST FEBRUARY 2026	MINIMUM WAGE USD COMPONENT EFFECTIVE 1 ST FEBRUARY 2026 PAYABLE IN USD	MINIMUM WAGE USD COMPONENT EFFECTIVE 1 ST FEBRUARY 2026 PAYABLE IN ZWG AT THE INTERBANK RATE ON THE DATE OF PAYMENT
GRADE	USD	USD	USD	USD
A1	137	148	104	44
A2	145	157	110	47
A3	159	172	120	52
B1	171	185	130	55
B2	182	197	138	59
B3	198	214	150	64
B4	213	230	161	69
B5	233	252	176	76
C1	250	270	189	81
C2	271	293	205	88
C3	293	316	221	95
C4	316	341	239	102
C5	341	368	258	110

NB: Figures have been rounded off to the nearest USD and Zimbabwe Gold

Schedule B: Agro Subsector Allowances

AGRO SUBSECTOR ALLOWANCES	FORMER MONTHLY ALLOWANCES	NEW MONTHLY ALLOWANCES EFFECTIVE 1 st FEBRUARY 2026
TYPE OF ALLOWANCE	US\$	US\$
Transport	Actual cost to be paid by the employer	Actual cost to be paid by the employer
Accommodation	40	50
Fuel	12	12
Light	8	8
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

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 18th February 2026


MRS T. NYIRENDA
CHAIRPERSON- EMPLOYERS' REP


MR D. MADYUSIKU
CHIEF EXECUTIVE OFFICER


MR F. ZONDO
VICE CHAIRMAN - EMPLOYEES' REP

