



NATIONAL EMPLOYMENT COUNCIL
FOR THE AGRICULTURAL INDUSTRY IN ZIMBABWE

All Correspondence to be addressed to the CEO

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NOTICE 010/2026

TO: EMPLOYERS ORGANISATIONS, TRADE UNIONS, EMPLOYERS AND EMPLOYEES IN THE HORTICULTURE SUBSECTOR OF THE AGRICULTURAL INDUSTRY IN ZIMBABWE

RE: HORTICULTURE WAGES AND ALLOWANCES UNDER STATUTORY INSTRUMENT 48 OF 2026

We take note of various press reports referring to back-dating of horticulture minimum wages. On Friday, 13 March 2026, statutory instrument 48 of 2026 was published, along with other statutory instruments of older industry agreements gazetting various wages and allowances in the different subsectors.

The publication in the Government Gazette of the minimum wages and allowances is within the ordinary statutory process of establishing a binding minimum wage agreement in accordance with the law, and some Statutory Instruments will be issued long after the minimum wage was agreed. This does not automatically imply backdating of wages and allowances except in specific circumstances.

Stakeholders are reminded that the current minimum wages and allowances for the Horticulture subsector were agreed on 13 May 2025 and distributed as normal to the industry close to the date they were agreed. There has been no upward review since that date.

At the same time, we do take note of the misstatement of the operative date of the allowances as 1st February 2025 instead of 1st May 2025, and that clerical error is being attended to and will be rectified in the shortest possible time. We regret any confusion that may have been caused.

However, we encourage stakeholders in the subsector and in the industry at large to avoid all sensationalism while the relevant authorities are seized with this matter, and to rely on NEC Agriculture for communication on these matters.

Yours sincerely,

DAVID MADYAUSIKU
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