



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 Farmers Union (ZFU), Commercial Farmers Union (CFU) and Zimbabwe Tobacco Association (ZTA) 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 monthly wages of the General Agriculture subsector effective 1st June 2024 as follows:

1. The Schedule below provides the minimum monthly wages for the General Agriculture subsector which consists of a component fixed in the United States dollar 40% payable in the Zimbabwe Gold currency (ZiG) and a further component payable in the United States dollar 60%. The minimum wages provided in the schedule are effective 1 June 2024.
2. The minimum wages payable to employees in the Zimbabwean Gold currency (ZiG) shall be determined by converting the applicable component fixed in United States dollar to the Zimbabwe Gold currency (ZiG) at the interbank rate prevailing on the twentieth (20th) of the month for which remuneration is due to the employees.
3. Effective 1 June 2024 the minimum wages component payable in Zimbabwean Gold currency (ZiG) shall be payable at the interbank rate as at 17th of June 2024 which stood at **USD1: 13.4910**.

Schedule: Minimum Wages for the General Agriculture subsector of the Agricultural Industry

GENERAL AGRICULTURE SUBSECTOR	FORMER MINIMUM WAGE USD EFFECTIVE 1 ST JULY 2023	NEW MINIMUM WAGE EFFECTIVE 1 ST JULY 2023 PAYABLE IN USD	NEW MINIMUM WAGE EFFECTIVE 1 JULY 2023 CONVERTED AT INTERBANK RATE	MINIMUM WAGES 20 TH MAY 2024 USD1: 13.3703	NEW MINIMUM WAGE USD EFFECTIVE 1 ST JUNE 2024	NEW MINIMUM WAGE USD EFFECTIVE 1 ST JUNE 2024	NEW MINIMUM WAGE EFFECTIVE 1 ST JUNE 2024 PAYABLE IN USD	MINIMUM WAGE EFFECTIVE 01 JUNE 2024 [ZiG EQUIVALENT AT INTERBANK RATE OF 17 TH JUNE 2024] USD1:13.4910
GRADE	USD	USD (COMPONENT)	USD (CONVERTED)	ZiG	USD	USD (CONVERTED)	USD (COMPONENT)	ZiG
A1	70	28	42	562	70	28	42	378
A2	75	30	45	602	75	30	45	405
A3	82	33	49	655	82	33	49	443
B1	89	36	53	709	89	36	53	480
B2	95	38	57	762	95	38	57	513
B3	102	41	61	816	102	41	61	550
B4	110	44	66	882	110	44	66	594
B5	119	48	71	949	119	48	71	642
C1	129	52	77	1 030	129	52	77	696
C2	139	56	83	1 110	139	56	83	750

N.B. Figures have been rounded off to the nearest Zimbabwe Gold currency or United States dollar, as appropriate.

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 above, stating the reasons why that application should be considered, within 14 days of the date of agreement.

Declaration

The Employer Organisations 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.

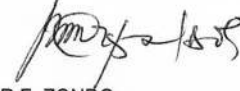
Signed at Harare this Monday, 17th June 2024.



MRS T. NYIRENDA
CHAIRPERSON EMPLOYERS' REP



MR D. MADYUSIKU
CHIEF EXECUTIVE OFFICER



MR F. ZONDO
CHAIRMAN EMPLOYEES' REP

N.E.C. AGRICULTURE
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17 JUN 2024
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WESTGATE, HARARE

