



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 Horticulture Employers' representatives 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), Agriculture and Allied Workers Union (AAWU), Progressive Agriculture and Allied Industries Workers Union of Zimbabwe (PAAWUZ), Zimbabwe Horticulture Agro Industries and General Agriculture Workers Union (ZHAGAWU) representatives on the employees' side, have agreed on the following provisions concerning minimum wages in the Horticulture subsector effective 1 May 2025.

1. The minimum wage for the Horticulture subsector shall be increased from USD94.00 to USD99.00 payable in a component of 80% United States Dollars (USD) and a USD component of 20% convertible to the Zimbabwe Gold (ZWG) currency according to the prevailing interbank rate on the date of payment. Entities with capacity can pay 100% in USD dollars.
2. Schedule A below provides the minimum monthly wages for the Horticulture subsector. The minimum wages provided in the schedule are effective 1 May 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 Horticulture 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 Horticulture subsector.

Schedule A: Minimum Wage schedule for the Horticulture subsector effective 1 May 2025.

GRADING SCHEDULE	FORMER MINIMUM	FORMER MINIMUM WAGE PAYABLE IN USD	FORMER MINIMUM WAGE CONVERTED AT INTERBANK RATE	NEW MINIMUM WAGE AGREEMENT EFFECTIVE 1 ST MAY 2025	USD COMPONENT OF MINIMUM WAGE EFFECTIVE 1 ST MAY 2025 PAYABLE IN USD	COMPONENT OF MINIMUM WAGE EFFECTIVE 1 ST MAY 2025 CONVERTIBLE TO ZWG ON DATE OF PAYMENT
GRADE	USD	USD COMPONENT	USD (CONVERTED)	USD	USD (COMPONENT)	USD (CONVERTED)
A1	94	75	19	99	79	20
A2	102	82	20	107	86	21
A3	110	88	22	116	93	23
B1	119	95	24	125	100	25
B2	126	101	25	133	106	27
B3	136	109	27	143	114	29
B4	146	117	29	154	123	31
B5	158	126	32	166	133	33
C1	171	137	34	180	144	36
C2	186	149	37	196	157	39

N.B. Figures have been rounded off to the nearest United States dollar.

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

13 MAY 2025

P.O. BOX WGT 312
WESTGATE, HARARE

Schedule B: Horticulture Subsector Allowances

HORTICULTURE SUBSECTOR ALLOWANCES	FORMER MONTHLY ALLOWANCES	NEW MONTHLY ALLOWANCES EFFECTIVE 1 ST MAY 2025
TYPE OF ALLOWANCE	US\$	US\$
Transport	Actual cost to be paid by the employer	Actual cost to be paid by the employer
Accommodation	38	42
Fuel	11	13
Light	7	9
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 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.

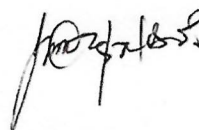
Signed at Harare this Tuesday, 13th May 2025.



MRS T. NYIRENDA
CHAIRPERSON- EMPLOYERS REP



MR D. MADYAUSIKU
CHIEF EXECUTIVE OFFICER



MR F. ZONDO
VICE CHAIRPERSON – EMPLOYEES REP

