

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 1<sup>st</sup> July 2023 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 (USD42) payable in the Zimbabwe dollar, and a further component payable in the United States dollar (USD28). The minimum wages provided in the schedule are effective 1 July 2023.
2. The minimum wages payable to employees in the Zimbabwe dollar shall be determined by converting the applicable component fixed in United States dollar to the Zimbabwean dollar at the interbank rate prevailing on the twentieth (20<sup>th</sup>) of the month for which remuneration is due to the employees.
3. Effective 1 July 2023 the minimum wages component payable in Zimbabwe dollar shall be payable at the interbank rate as at 21<sup>st</sup> of July 2023 which stood at **USD: 4,537.4909**.

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

GENERAL AGRICULTURE SUBSECTOR	FORMER MINIMUM WAGE 1 NOVEMBER 2022	FORMER MINIMUM WAGE AT INTERBANK RATE AS AT 21 <sup>st</sup> JUNE 2023 USD1:6,926.5764	NEW MINIMUM WAGE EFFECTIVE 1 <sup>st</sup> JULY 2023 PAYABLE IN USD	NEW MINIMUM WAGE EFFECTIVE 1 JULY 2023 CONVERTED AT INTERBANK RATE	MINIMUM WAGE EFFECTIVE 01 JULY 2023 [ZWL EQUIVALENT AT INTERBANK RATE OF 21 <sup>st</sup> JULY 2023] USD1: ZWD4,537.4909
GRADE	USD(CONVERTED)	ZWD	USD	USD (CONVERTED)	ZWD
A1	62	429 448	28	42	190 575
A2	66	457 154	30	45	204 187
A3	73	505 640	33	49	222 337
B1	79	547 200	36	54	245 025
B2	84	581 832	38	57	258 637
B3	90	623 392	41	61	276 787
B4	97	671 878	44	66	299 474
B5	105	727 291	47	71	322 162
C1	114	789 630	51	77	349 387
C2	123	851 969	56	83	376 612

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

**N.E.C. AGRICULTURE**  
**No. 6 COTTENHAM AVE., GREENCROFT**  
  
**21 JUL 2023**  
  
**P.O. BOX WGT 312**  
**WESTGATE, HARARE**



### **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 Wednesday, 21<sup>st</sup> July 2023.



MR F. ZONDO  
CHAIRMAN EMPLOYEES' REP



MR D. MADYAUSIKU  
CHIEF EXECUTIVE OFFICER



MRS T. NYIRENDA  
CHAIRPERSON EMPLOYERS' REP

