



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

22 SEP 2023

P.O. BOX WGT 312
WESTGATE, HARARE

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 Agriculture Employers' Organisation (ZAEO), Zimbabwe Farmers' Union (ZFU), Zimbabwe Commercial Farmers' Union (ZCFU), Commercial Farmers' Union (CFU), Zimbabwe Tea Growers' Association (ZTGA), Zimbabwe Tobacco Association (ZTA), Timber Producers' Association (TPA), Zimbabwe Sugarcane Employers Organisation (ZSEO), Zimbabwe Kapenta Producers Association (ZKPA), Zimbabwe Indigenous Agriculture Association (ZIAA), Horticulture Development Council (HDC), and Agro and Horticulture employer representatives on the employers' side, and the General Agriculture and Plantation Workers' Union of Zimbabwe (GAPWUZ), Horticulture, General Agriculture and Plantation Workers' Union of Zimbabwe (HGAPWUZ) and Kapenta Workers Union of Zimbabwe (KWUZ) on the employees' side agreed as follows effective 1st September 2023:

The awarded Council dues for all sectors in the agricultural industry in Zimbabwe as provided for in Statutory Instrument 41 of 2022 shall be as follows:

1. For the purpose of meeting expenses of the Council, every Employer shall, with effect from 1st September 2023 deduct from the basic monthly wage/salary of each of his/her permanent, seasonal, casual, and fixed-term contract employees, 1.5% per month and remit such deductions to NEC Agriculture in the currency of the wage paid.
2. To the amount deducted and remitted in terms of clause one, the employer shall also contribute 1.5% of the total basic monthly wages/salaries of all of his/her permanent, seasonal, casual and fixed-term contract employees per month in the currency of the wage paid. Therefore, the total monthly contribution of employers and employees due to NEC Agriculture shall be 3% of the basic monthly wages/salaries of all permanent, seasonal, casual, and fixed-term contract employees. The total amount shall be remitted to the Chief Executive Officer/Secretary of the Council in full, not later than the 10th day following the month of deduction, together with the declaration form, and any other document prescribed by the Council from time to time.
3. The employer is obliged to declare permanent, seasonal, casual, and fixed-term contract employees that are currently employed as defined in the collective bargaining agreement published in Statutory Instrument 41 of 2022 and its amendments.
4. Interest at a rate of 10% per annum shall be imposed on any outstanding dues. The interest will accrue daily from the due date of payment to the date of full payment of the outstanding dues and payable interest.

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 22nd of September 2023

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MRS T. NYIRENDA
CHAIRPERSON EMPLOYERS' REP

.....
MR D. MADYAUSIKU
CHIEF EXECUTIVE OFFICER

.....
MR F. ZONDO
VICE CHAIRMAN EMPLOYEES' REP