The social parties constituting the National Employment Council for the Agricultural Industry in Zimbabwe (NECAIZ), which are Zimbabwe Agricultural Employers Organisation (ZAEO), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU), Commercial Farmers Union (CFU) and Zimbabwe Tobacco Association (ZTA) on the employers' side and 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 wages of the General Agriculture Sector effective 01 February 2020 as follows:

Collective Bargaining Agreement: General Agriculture Sector

<table>
<thead>
<tr>
<th>GENERAL AGRICULTURE SECTOR</th>
<th>OLD MINIMUM WAGE</th>
<th>NEW MINIMUM WAGE EFFECTIVE 1 FEBRUARY 2020 (52.78%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRADE</td>
<td>ZWL$</td>
<td>ZWL$</td>
</tr>
<tr>
<td>A1</td>
<td>360</td>
<td>550</td>
</tr>
<tr>
<td>A2</td>
<td>386</td>
<td>590</td>
</tr>
<tr>
<td>A3</td>
<td>425</td>
<td>649</td>
</tr>
<tr>
<td>B1</td>
<td>454</td>
<td>694</td>
</tr>
<tr>
<td>B2</td>
<td>486</td>
<td>743</td>
</tr>
<tr>
<td>B3</td>
<td>526</td>
<td>804</td>
</tr>
<tr>
<td>B4</td>
<td>570</td>
<td>871</td>
</tr>
<tr>
<td>B5</td>
<td>617</td>
<td>943</td>
</tr>
<tr>
<td>C1</td>
<td>666</td>
<td>1018</td>
</tr>
<tr>
<td>C2</td>
<td>720</td>
<td>1100</td>
</tr>
</tbody>
</table>

Exemptions/Reviews
An establishment or employees may apply to the National Employment Council within 14 days for an exemption or partial exemption/review from paying wages as set up in the above schedule, stating the reasons why that application should be considered.

Declaration
The Employers 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 18th February 2020.

[Signatures]
F. ZONDO
CHAIRMAN EMPLOYEES REP
P. CHINGWE
VICE CHAIRMAN EMPLOYERS REP
D. MADYALUSIKU
CHIEF EXECUTIVE OFFICER - NEC AGRIC

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