



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

14 OCT 2025

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 Timber Producers Association (TPA), Zimbabwe Agricultural Employers Organisation (ZAE0), Zimbabwe Commercial Farmers Union (ZCFU) and Zimbabwe Farm Employers Association (ZFEA) on the employers' side and General Agriculture and Plantation Workers' Union of Zimbabwe (GAPWUZ), Horticulture General Agriculture and Plantation Workers' Union of Zimbabwe (HGAPWUZ) and Zimbabwe Horticulture Agro Industries and General Agriculture Workers Union (ZHAGAWU) on the employees' side, taking cognizance of the minimum wage agreement of 14 March 2025 which took effect on 01 January 2025, have concluded this further agreement regarding Timber Subsector Allowances effective 1st October 2025 as follows:

1. Without derogation from any further allowances that may have been or will be agreed upon for the generality of the agricultural industry, this present agreement provides for the minimum allowances payable in the Timber Subsector only.
2. The minimum monthly allowances payable to employees in the Zimbabwe Gold (ZWG) shall be determined by converting the indexed United States dollar in the schedule below to the Zimbabwe Gold (ZWG) at the interbank rate prevailing on the twentieth (20th) day of the month due to the employees.

TIMBER SUB SECTOR ALLOWANCES IN THE AGRICULTURAL INDUSTRY	FORMER MONTHLY ALLOWANCES	NEW MONTHLY ALLOWANCES EFFECTIVE 1 ST OCTOBER 2025
TYPE OF ALLOWANCE	USD	USD
Transport	Actual cost to be paid by the employer	Actual cost to be paid by the employer
Accommodation	38.00	41.00
Fuel	11.00	13.00
Light	7.00	9.00
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

An establishment or employees may apply to the National Employment Council within fourteen days for an exemption or partial exemption/review from paying allowances as set up in the above schedule, stating the reasons why the 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 14th October 2025.

MRS T. NYIRENDA
CHAIRPERSON EMPLOYERS' REP

MR D. MADYAUSIKU
CHIEF EXECUTIVE OFFICER

MR F. ZONDO
VICE CHAIRPERSON EMPLOYEES' REP