

Collective Bargaining Agreement: Agricultural Industry

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IT is hereby notified that the Minister of Public Service, Labour and Social Welfare has, in terms of section 80(1) of the Labour Act [*Chapter 28:01*], approved the publication of the Collective Bargaining Agreement set out in the Schedule and registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE  
AGRICULTURAL INDUSTRY:

COLLECTIVE BARGAINING AGREEMENT:  
AGRICULTURAL INDUSTRY  
(HORTICULTURE SECTOR)

Made and entered in accordance with the Labour Act [*Chapter 28:01*], as amended from time to time, between the Zimbabwe Agricultural Employers Organisation, Zimbabwe Commercial Farmers Union, Zimbabwe Farmers Union, Commercial Farmers Union and Horticulture employers' representatives (herein referred to as "employers" or "employers' organisations"), of the one part, and the General Agriculture and Plantation Workers' Union of Zimbabwe and Horticulture, General Agriculture and Plantation Workers' Union of Zimbabwe (herein referred to as the "employees" or "trade unions"), of the other part, being parties to the National Employment Council for the Agricultural Industry of Zimbabwe.

This agreement shall be deemed to have come into operation on the 1st of March, 2020.

The employer party and the employee party agreed on the following provisions concerning contracts of employment in the Horticulture sector:

1. Any contract of employment that specifies its duration or date of termination shall, despite such specification, be deemed to be a contract of employment without limitation of time upon the expiry of three years of the concerned employee's continuous service and thereupon such employee shall be afforded the same benefits as are in the Labour Act [*Chapter 28:01*] or any collective bargaining

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agreement provided for those employees who are engaged without limitation of time.

2. The qualifying service period of three years shall commence with effect from 1st March, 2020, for employees who were in the service of the employer as at the effective date of this agreement.

Signed at Harare on the 20th of March, 2020.

The agreement is binding on all organisations within the agricultural industry.

F. ZONDO,  
Chairman.

P. CHINGWE,  
VICE CHAIRMAN.

D. MADYAUSIKU,  
Chief Executive Officer.