

**National Employment Council: Memorandum of Agreement:  
Tourism Industry**

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IT is hereby notified that, in terms of section 74 of the Labour Act [*Chapter 28:01*], in a collective bargaining session conducted between the Employers' Association for Tours and Safari Operators of the Leisure Tourism Industry and the National Museums, Monuments, Travel, Tourism, Game Parks and Wildlife Workers' Union of Zimbabwe, the following was agreed and adopted—

**1. Sectors—**

- (a) section 4 of the Principal CBA Statutory Instrument 124 of 2013, definition for “sector 1” to be amended to read “Leisure Sector” means without in any way limiting the ordinary meaning of the expression, those activities in which employers and employees are engaged in offering any services in, art galleries, bird watching safaris, boat cruises, travel, tours and booking agents, bungee jump, canoeing safaris, crocodile attractions, cultural tours, elephant back safaris, ferries and fright, game drive safaris (game viewing), gorge swing safaris, helicopter flights, horse trails/rides, house boat safaris, jet boat safaris, kayaking safaris, photographic safaris, sport hunting safaris, safari lodges, safari camps, game parks, wilderness trekking, sunset cruises, tours and transfers, village tours and white water rafting safaris; and
- (b) section 4 of the Principal CBA Statutory Instrument 124 of 2013 definition for “sector 2” to be amended to read “Natural Resources and Wildlife Protection” means without in any way limiting the meaning of the expression, those activities in which employers and employees are engaged in offering natural resources protection.

**2. (1) Section 29(1) of the Principal CBA Statutory Instrument 124 of 2013 is amended to read—**

- “(a) for the purpose of meeting expenses of Council every employer shall each month make a deduction of the

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Council dues of 2.5% of the wages of each of his/her employees for whom the wages are paid; and

- (b) to the amount so deducted the employer shall contribute an equivalent amount.”.

(2) Section 29(2) of the Principal CBA Statutory Instrument 124 of 2013, is amended to read—

- “(a) on or before the fifth of each month in respect of the preceding month’s contributions, every employer shall forward to the General Secretary all monies payable in accordance with the provision of subsection (a), together with a Schedule of payment form prescribed by the Council duly completed; and
- (b) that any employer who is paying above the prescribed wages in the agreement his/her employee’s wages will become his pay structure and shall not be lowered to match that of the industry.”.

Signed at HARARE on the 10th day of November, 2014.

The Agreement is binding on all companies within the Tourism Industry.

**C. MUKWASI,**  
*for and on behalf of the Employers Organisation.*

**B. KOLOSA,**  
*for and on behalf of the Trade Union for the Tourism Industry.*

**G. PANGETI,**  
Chairman of the Council.

**K. HOVE,**  
General Secretary.