

**Collective Bargaining Agreement: Agriculture Industry (Tea and Coffee Sector)**

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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*], published the Collective Bargaining Agreement set out in the Schedule.

SCHEDULE

**NATIONAL EMPLOYMENT COUNCIL FOR THE  
AGRICULTURE INDUSTRY**

**COLLECTIVE BARGAINING AGREEMENT: AGRICULTURE  
INDUSTRY (TEA AND COFFEE SECTOR)**

*Agreement*

The NEC Agriculture comprising of social parties namely, Zimbabwe Agricultural Employers Organisation (ZAEO), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU), Commercial Farmers Union (CFU), Zimbabwe Tea Growers' Association (ZTGA) (herein referred to as "employers or employers' organisation") of the one part, and the General Agriculture and Plantation Workers' Union of Zimbabwe (GAPWUZ); Horticulture, General Agriculture and Plantation Workers' Union of Zimbabwe (HGAPWUZ), as the other part (herein referred to as "the employees" or "the trade unions") successfully negotiated on Fixed Term Contracts of the following subsector and agreed on the following:

**Tea and Coffee**

*Agreement*

The Fixed Term Contract shall be for a duration of 10 months, and renewable seven times (to give a total of five years, 10 months) with benefits provided for in the CBA, beyond which the worker becomes permanent.

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*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 agreement arrived at, affix their signatures thereto.

Signed at Harare this 9th day of December, 2016.

**D. H. CHIMBWANDA,**  
Council Chairman (Employers' Representative).

**F. ZONDO,**  
Council Vice Chairman (Employees' Representative).

**O. J. Z. SIBANDA,**  
ZBCA President.

**S. JERA,**  
Chief Executive (NEC Agriculture).