

Collective Bargaining Agreement: Agriculture Industry (Kapenta Sector)

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 as set out in the Schedule.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE
AGRICULTURE INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: AGRICULTURE
INDUSTRY (KAPENTA 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), Kapenta Producers Association (KPA), Indigenous Kapenta Producers Association (IKPA) (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), Kapenta Workers Union of Zimbabwe (KWUZ), 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:

Kapenta Sector

Agreement

The Fixed Term Contract in the Kapenta industry shall be for a period not exceeding eleven months, renewable once with the same employer with benefits provided for in the CBA, beyond which the worker become permanent.

NB.— Provided that where the employer is leasing a boat and permit, the duration of the Fixed Term Contract shall match that of the lease or permit.

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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).