

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*], published the Collective Bargaining Agreement set out in the Schedule, which further amends the agreement published in Statutory Instrument 116 of 2014. This agreement was registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR AGRICULTURAL  
INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: GENERAL  
AGRICULTURE INDUSTRY:

*Agreement*

Made and entered in accordance with Labour Act [*Chapter 28:01*] as amended from time to time between the 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") being parties to the National Employment Council for the Agricultural Industry of Zimbabwe to further amend the Collective Bargaining Agreement published in Statutory Instrument 116 of 2014.

This further agreement shall be deemed to have to come into operation on the 9th of December, 2016.

The employer party and employee party agreed on Fixed Term Contracts of the following subsector and agreed on the following:

Collective Bargaining Agreement: Agricultural Industry

**General Agriculture**

*Agreement*

A Fixed Term Contract shall be for a duration of nine months, renewable six times (to give a total of 4.5 years) with benefits provided for in the CBA, beyond which the worker shall become permanent.

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

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

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

S. JERA,  
Chief Executive (NEC Agriculture).