

NATIONAL EMPLOYMENT COUNCIL

FOR THE AGRICULTURAL INDUSTRY IN ZIMBABWE

Statutory Instrument..... of 2019**[CAP.28:01]****Collective Bargaining Agreement: Agricultural Industry**

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 which repeals the agreement published in Statutory Instrument 101 of 2010 and further amends the agreement published in Statutory Instrument 116 of 2014, registered in terms of section 79 of the Act [*Chapter 28:01*].

SCHEDULE

**NATIONAL EMPLOYMENT COUNCIL FOR THE AGRICULTURAL INDUSTRY:
COLLECTIVE BARGAINING AGREEMENT: AGRICULTURAL INDUSTRY
(COUNCIL DUES)**

Made and entered in accordance with 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, Kapenta Producers Association, Indigenous Kapenta Producers Association, Zimbabwe Tobacco Association, Zimbabwe Tea Growers' Association, Timber Producers Association, Chiredzi Sugarcane Farmers Association of Zimbabwe, Hippo Valley Productive Sugarcane Farmers Association, Zimbabwe Cane Farmers Association, Agro 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; Horticulture, General Agriculture and Plantation Workers' Union of Zimbabwe, Kapenta Workers Union of Zimbabwe as the other part (herein referred to as the "employees" or "the Trade Unions") of the other party being parties to the National Employment Council for the Agricultural Industry in Zimbabwe to repeal the Collective Bargaining Agreement published in Statutory Instrument 101 of 2010 and further amend the Collective Bargaining Agreement published in Statutory Instrument, 116 of 2014.

PROVINCIAL OFFICES

BULAWAYO OFFICE
L.A.P.F. House, 3rd Floor
Office No. 301
8th Avenue & Jason Moyo
Box 3886, Bulawayo
Tel/Fax: 0292-72350
info.bulawayo@necagriculture.co.zw

CHINHYOI OFFICE
Office No. 20, First Floor
New Greens Building
Magamba Way
P.O. Box 288, Chinhoyi
Tel: 026721-27430, 24359
Email: info.chinhoyi@necagriculture.co.zw

CHIREDDI OFFICE
No. 56B Chilonga Drive
Box 367
Chiredzi
Tel/Fax: 0231-231-3398

MARONDERA OFFICE
248 The Green
Oak Street
Marondera
Tel: 06523-20050
Email: necagric@icloud.com

MUTARE OFFICE
Fidelity Life Centre, 3rd Floor
Office No 334
Aerodrome Rd./Herbert Chitapo
Box 2255, Mutare
Tel/Fax: 020-62066
Email: info.mutare@necagriculture.co.zw

NATIONAL EMPLOYMENT COUNCIL

FOR THE AGRICULTURAL INDUSTRY IN ZIMBABWE

The NEC Agriculture comprising the Social Parties that is ZAEO, ZCFU, ZFU, CFU, ZTA, ZTGA, KPA, IKPA, TPA, CSFAZ, HVPSFA, ZCFA, Agro employers, Horticulture employers' representatives on the employer side and GAPWUZ, HGAPWUZ and KWUZ on the employees' side have agreed on council dues for all sub sectors in the agriculture industry effective 1st March, 2019 as follows:

Collective Bargaining Agreement: All Sub Sectors in the Agriculture Industry

Council Dues

The awarded council dues for all sectors in the agriculture industry of Zimbabwe as provided for in S.I 116 of 2014 shall be as follows;

1. For the purpose of meeting the expenses of the Council every employer shall, with effect from 1st March, 2019, each employer should deduct from the basic monthly salary/wage of each of his/her employees, 1.4% per month.
2. To the amount deducted in terms of clause 1, the employer shall also contribute 1.4% of the basic monthly salary/wage of each of his/her employees per month, making the total of 2.8% being employee and employer contribution per month payable to the National Employment Council for the Agriculture Industry in Zimbabwe. The total amount shall be remitted to the Chief Executive Officer/ Secretary of the Council, in full, not later than the 10th day following the month of deduction, together with the dues form and payroll or as prescribed by the Council from time to time.
3. Employer is obliged to declare permanent, seasonal/casual, contract and fixed term contract employees that are currently employed as defined in the Collective Bargaining Agreement, Statutory Instrument 116 of 2014 and its amendments.
4. Interest at a rate of 10% per annum shall be imposed on any outstanding dues. The interest will accrue daily from the due date of payment to the date of full payment of the outstanding dues and the payable interest.

Declaration

The employers' organisations and trade unions, having arrived at the agreement set forth herein, the undersigned hereby declare that the foregoing is the agreement arrived at and affix their signatures hereto.

Signed at Harare on the 15th February, 2019.


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F. ZONDO
CHAIRMAN-EMPLOYEES REP


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P. CHINGWE
VICE CHAIRMAN-EMPLOYERS REP


.....
D. MADYUSIKU
CHIEF EXECUTIVE OFFICER-NEC AGRIC

PROVINCIAL OFFICES

BULAWAYO OFFICE
L.A.P.F. House, 3rd Floor
Office No. 301
8th Avenue & Jason Moyo
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CHIRENDEZI OFFICE
No. 56B Chilonga Drive
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Tel/Fax: 0291-231-3398

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Office No 3-34
Aerodrome Rd/Herbert Chilapo
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