

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*], 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 (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.

## Collective Bargaining Agreement: Agricultural Industry

This further agreement shall be deemed to have to come into operation on the 1st March, 2019.

The employer party and employee party agreed on the following:

### *Council dues*

The awarded council dues for all sectors in the agriculture industry of Zimbabwe as provided for in Statutory Instrument 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, deduct from the basic monthly wage/salary of each of his/her permanent, seasonal, casual and fixed term contract employees, 1.4% per month and remit such deductions to NEC Agriculture.
2. To the amount deducted and remitted in terms of clause 1, the employer shall also contribute 1.4% of the basic monthly wage/salary of each of his/her permanent, seasonal, casual and fixed term contract employees per month. Therefore, the total monthly contribution of employers and employees due to NEC Agriculture shall be 2.8% of the basic monthly wages/salaries of all permanent, seasonal, casual and fixed term contract employees. 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, 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.

F. ZONDO,  
NEC Agriculture-Chairman.

P. CHINGWE,  
NEC Agriculture-Vice Chairman.

D. MADYAUSIKU,  
NEC Agriculture-Chief Executive Officer.

