



**NATIONAL EMPLOYMENT COUNCIL**  
FOR THE AGRICULTURAL INDUSTRY IN ZIMBABWE

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This agreement has been entered into in accordance with the provisions of the Labour Act [Chapter 28:01] between the Zimbabwe Agricultural Employers Organisation (ZAE0), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU), Commercial Farmers Union (CFU) and Agro employer representatives of the one part, and the Plantation Workers' Union of Zimbabwe (GAPWUZ) and Horticulture General Agriculture and Plantation Workers' Union of Zimbabwe (HGAPWUZ) of the other part, being parties to the National Employment Council for the Agricultural Industry in Zimbabwe (NECAIZ).

**Collective Bargaining Agreement on Capping: Agro Sector**

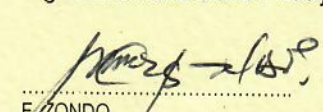
Following the amendment of section 12 of the Labour Act [Chapter 28:01] by Act No. 5 of 2015, in particular by the introduction of section 12 (3a), the NEC for the Agricultural Industry in Zimbabwe has fixed the period after which a contract of fixed duration shall be deemed to be a contract without limitation of time as follows-

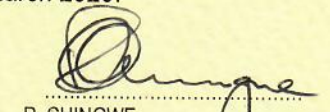
1. Any contract of employment that specifies its duration or date of termination shall, despite such specification, be deemed to be a contract of employment without limitation of time with effect from the date following that on which the employee accrues three years of continuous service with a particular employer. Such employee shall thereupon be afforded the same benefits as are in the Labour Act [Chapter 28:01] or any collective bargaining agreement afforded to those employees who are engaged on contracts without limitation of time.
2. An employee whose contract of employment is terminated and who is re-engaged by the same employer for the same job within a period of thirty days or less shall be deemed not to have broken his or her continuous service.
3. Notwithstanding the date of the signature or publication of this agreement, the qualifying service period of three years as stipulated in clause 2 above shall be reckoned prospectively (and not retrospectively) from the 1<sup>st</sup> of March 2020.

**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 is the agreement arrived at and affix their signatures hereto.

Signed at Harare this Friday, 13 March 2020.

  
F. ZONDO  
CHAIRMAN- EMPLOYEES REP

  
P. CHINGWE  
VICE CHAIRMAN- EMPLOYERS REP

  
D. MADYAUSIKU  
CHIEF EXECUTIVE OFFICER-NEC AGRI

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