



NATIONAL EMPLOYMENT COUNCIL
FOR THE AGRICULTURAL INDUSTRY IN ZIMBABWE

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The social parties constituting the National Employment Council for the Agricultural Industry in Zimbabwe (NE CAIZ), which are Zimbabwe Agricultural Employers Organisation (ZAE0), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU), Commercial Farmers Union (CFU) and Horticultural employers' representatives on the employers' side and General Agriculture and Plantation Workers' Union of Zimbabwe (GAPWUZ) and Horticulture General Agriculture and Plantation Workers' Union of Zimbabwe (HGAPWUZ) on the employees' side, have agreed on the following provisions concerning contracts of employment in the Horticultural Sector effective from 01 March 2020 as follows:

Collective Bargaining Agreement on Capping: Horticulture Sector

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 upon the expiry of three years of the concerned employee's continuous service and thereupon such employee shall be afforded the same benefits as are in the Labour Act [Chapter 28:01] or any collective bargaining agreement provided for those employees who are engaged without limitation of time.
2. The qualifying service period of 3 years shall commence with effect from 01 March 2020 for employees who were in the service of the employer as at the effective date of this agreement.

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 20th March 2020.

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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

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