



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

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The social parties constituting National Employment Council for the Agricultural Industry in Zimbabwe (NECAIZ), which are Timber Producers Association (TPA), Zimbabwe Agricultural Employers Organisation (ZAEO), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU) and Commercial Farmers Union (CFU) on the employers' side and the 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 Timber sector, with effect from 01 March 2020:

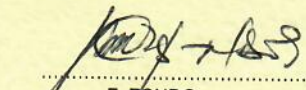
Collective Bargaining Agreement on Capping: Timber Sector

1. Any contract of employment that specifies its duration or date of termination, other than contracts for seasonal and casual employment, shall be for a duration of twelve months and may be renewed by the employer three times, beyond which the contract of employment, despite any other specification, shall be deemed to be a contract of employment without limitation of time and thereupon the employee concerned 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.

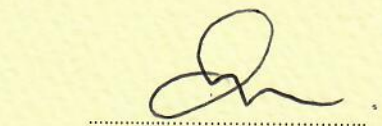
Declaration

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 Thursday 19th March 2020


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F. ZONDO
CHAIRMAN EMPLOYEES REP


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P. CHINGWE
VICE CHAIRMAN EMPLOYERS REP


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

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