

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 and registered in terms of section 79 of the Labour Act [Chapter 28:01].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE
AGRICULTURAL INDUSTRY

COLLECTIVE BARGAINING AGREEMENT:
AGRICULTURAL INDUSTRY (TIMBER SECTOR)

Made and entered in accordance with the Labour Act [Chapter 28:01], as amended from time to time, between the Timber Producers Association, Zimbabwe Agricultural Employers Organisation, Zimbabwe Commercial Farmers Union, Zimbabwe Farmers Union and Commercial Farmers Union (herein referred to as “employers” or “employers’ organisations”), of the one part, and the General Agriculture and Plantation Workers’ Union of Zimbabwe and Horticulture, General Agriculture and Plantation Workers’ Union of Zimbabwe (herein referred to as “the employees” or “the trade unions”), of the other part, being parties to the National Employment Council for the Agricultural Industry in Zimbabwe.

This agreement shall be deemed to have to come into operation on the 1st of March, 2020.

The employer party and the employee party agreed on the following provisions concerning contracts of employment in the Timber sector:

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

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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.

Signed at Harare on the 19th of March, 2020.

The agreement is binding on all organisations within the agricultural industry.

F. ZONDO,
Chairman.

P. CHINGWE,
Vice Chairman.

D. MADYAUSIKU,
Chief Executive Officer.