



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

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**NOTICE 032/2021**

**To All Employers and Employees in the Agricultural Industry**

Re: CLARIFICATION ON PUBLIC HOLIDAYS IN THE AGRICULTURAL INDUSTRY

This notice serves to inform members of the agricultural industry that, in terms of section 14C(2)-(3) of the Labour Act [Chapter 28:01], employees shall be granted leave of absence during every public holiday, and they shall be paid their current remuneration for that day if it occurs on a day on which they would otherwise have been required to work. If employees consent to work on public holidays, they shall be paid not less than twice their current remuneration for that day, whether or not that day is one on which they would otherwise have been required to work.

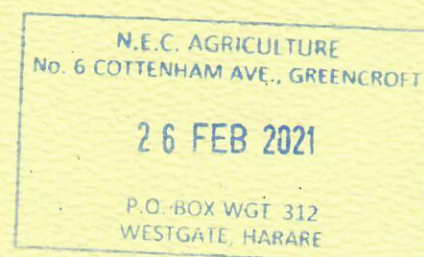
Public holidays are listed in the Schedule of the Public Holidays and Prohibition of Business Act [Chapter 10:21]. Moreover, according to section 2 of the latter Act, the President of the Republic of Zimbabwe may, by statutory instrument, declare that any day shall be a public holiday. Section 2 of the Public Holidays and Prohibition of Business Act goes further to state that where a public holiday falls on a Sunday, the Monday following that Sunday shall be a public holiday.

**Neither the Labour Act [Chapter 28:01] nor the Public Holidays and Prohibition of Business Act [Chapter 10:21] states that public holidays do not apply to the agricultural industry unless a declaration is made to that effect.** The two Acts are very clear - public holidays are to be observed by every person in Zimbabwe, including members of the agricultural industry. If an employer and employee in the agricultural sector agree that the employee shall report for work on a public holiday, the previously quoted section 14C(3) of the Labour Act will apply, which is to say, the employee shall be paid not less than twice their current remuneration for that day.

We hope that the above information clarifies any misunderstandings on the observance of public holidays in the agricultural industry.

Regards,

David Madyausiku  
**CHIEF EXECUTIVE OFFICER**  
26 February 2021



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