

Collective Bargaining Agreement: Agricultural Industry

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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 Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE  
AGRICULTURAL INDUSTRY:

COLLECTIVE BARGAINING AGREEMENT:  
AGRICULTURAL INDUSTRY  
(SUGARCANE SECTOR)

Made and entered in accordance with the Labour Act [*Chapter 28:01*], as amended from time to time, between the Zimbabwe Sugarcane Employers Organisation (ZSEO), Zimbabwe Agricultural Employers Organisation (ZAEO), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU) and Commercial Farmers Union (CFU) (herein referred to as “the employers” or “the employers’ organisations”), of the one part, and the General Agriculture and Plantation Workers’ Union of Zimbabwe (GAPWUZ) and Horticulture, General Agriculture and Plantation Workers’ Union of Zimbabwe (HGAPWUZ) (herein referred to as the “the employees” or “the trade unions”), of the other part, being parties to the National Employment Council for the Agricultural Industry of 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 have agreed on the following provisions concerning contracts of employment in the Sugarcane 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 nine months and may be renewed twice, beyond which the contract of employment, despite any other specification, shall be deemed to be a contract of

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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.

Signed at Harare this Wednesday, 18th March, 2020.

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

F. ZONDO,  
Chairman.

P. CHINGWE,  
Vice Chairman.

D. MADY AUSIKU,  
Chief Executive Officer.