**SEASONAL EMPLOYMENT CONTRACT – AGRICULTURE INDUSTRY (ZIMBABWE) – TEMPLATE**

This Seasonal Employment Contract is made and entered into on this \_\_\_\_ day of \_\_\_\_\_\_\_\_\_\_\_, 20 between:

Employer: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

(Name of Farm / Estate)

The Employee is employed on a seasonal basis in the Agriculture Subsector:

☐ Agro  ☐ General Agriculture  ☐ Horticulture  ☐ Tea and Coffee  ☐ Timber  ☐ Sugar-cane  ☐ Kapenta

Address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Contact Number: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

AND

Employee:

Full Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date of Birth: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

I.D Number: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Gender: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Contact Number: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**1. Position and Grade**

The Employee shall be employed in the capacity of: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

NEC Grade: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Department / Section: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Reporting to: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**2. Contract Duration**

This is a seasonal employment contract commencing on the \_\_\_\_ day of \_\_\_\_\_\_\_\_\_\_\_\_, 20 and ending on the \_\_\_\_ day of \_\_\_\_\_\_\_\_\_\_\_\_, 20, provided that the total period of engagement shall not exceed 180 (one hundred and eighty) days in any continuous period of 12 months , whether the service is continuous or broken, in accordance with the Labour Act [Chapter 28:01] and the applicable NEC Agriculture regulations.

**3. Place of Work**

The Employee shall perform duties at \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (Farm / Estate name and location), or any other site as reasonably assigned by the Employer.

**4. Working Hours**

The normal working hours shall be from \_\_\_\_\_\_ a.m. to \_\_\_\_\_\_ p.m., totaling \_\_\_\_\_ hours per day and \_\_\_\_\_ days per week, subject to the provisions of the NEC Collective Bargaining regulations.

**5. Remuneration**

The Employee shall be paid a gross monthly/weekly/daily wage of ZWL$ \_\_\_\_\_\_\_\_\_\_\_ US$ \_\_\_\_\_\_\_\_\_\_\_ (Remuneration may not be below the minimum wage as may be reviewed from time to time through NEC CBA).

Wages shall be payable on or before the \_\_\_\_\_\_\_\_\_\_ of every month/week.

Pension and Statutory Deductions:

☐ NSSA  ☐ ZIMDEF  ☐ NEC  ☐ Others: \_\_\_\_\_\_\_\_\_\_\_

**6. Leave Entitlements**

Seasonal employees shall be entitled to:

1. Pro-rata annual leave based on the period worked.
2. Sick Leave and Maternity Leave as provided under the Labour Act and NEC regulations.

**7. Allowances and Benefits**

Minimum allowances shall be as specified in the collective bargaining agreements in force at any time during the currency of this contract.

Other benefits, if applicable:

**8. OTHER TERMS AND CONDITIONS**

1. Accommodation Provided: ☐ Yes  ☐ No  If Yes, specify: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. Uniforms/Protective Clothing Provided: ☐ Yes  ☐ No  Details: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
3. Medical Aid (if applicable): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
4. Tools and Equipment Provided: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**9. Duties and Responsibilities**

The Employee agrees to carry out all lawful instructions and duties assigned by the Employer, including but not limited to:

**10. Disciplinary and Grievance Procedures**

The Employer shall make available the Code of Conduct that is in force. The Employee agrees to adhere to the Code of Conduct that is in force, in default of which the NEC for Agriculture Code of Conduct shall be in force, which outlines procedures for managing misconduct and disputes. All disciplinary matters shall be addressed in accordance with this Code and the Labour Act [Chapter 28:01].

**11. Termination of Contract**

This contract shall terminate automatically at the end of the agreed seasonal period or upon reaching the maximum limit of 180 days in any one calendar year, whichever comes first. It may also be terminated earlier by mutual agreement or for cause, as stipulated by the Labour Act and NEC Agriculture Conditions of Service.

Notice periods shall be as prescribed under applicable law for seasonal workers.

**12. Acknowledgment and Acceptance**

By signing this contract, both parties confirm they understand and accept the terms and conditions herein.

Signed at \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ on this \_\_\_\_ day of \_\_\_\_\_\_\_\_\_\_\_\_, 20.

Employer

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Full Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Designation: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Employee

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Full Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Witness (Employer Representative)

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Witness (Employee Representative)

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Disclaimer and Hold Harmless Clause**

Disclaimer: This draft seasonal employment contract is provided solely for illustrative and informational purposes and does not constitute legal, commercial, or professional advice. Users of this draft are advised to seek appropriate legal guidance and adapt the contract to their specific operational, legal, and regulatory context.

**No Liability:** NEC Agriculture expressly disclaims any liability arising from the use or modification of this illustrative contract.

**Hold Harmless:** By using this draft contract, the user agrees to hold harmless and indemnify NEC Agriculture, its officers, employees, agents, and affiliates from and against any claims, liabilities, losses, damages, or expenses (including legal fees) related to the use of this document.