

NATIONAL EMPLOYMENT COUNCIL
FOR THE AGRICULTURAL INDUSTRY IN ZIMBABWE

All Correspondence to be addressed to the CEO

🏠 Head Office

No. 6 Cottenham Avenue
(Off Nemakonde Way)
Greencroft, Harare

✉ P.O. Box WGT 312 Westgate, Harare

☎ +263-242-334 471 - 3, 303 669, 339 890

✉ : ceo@necagriculture.co.zw

finance@necagriculture.co.zw

🌐 website:www.necagriculture.co.zw

Statutory Instrument

of 2025

[CAP.28:01

Collective Bargaining Agreement: Agricultural Industry: Tea and Coffee Subsector

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 which was registered in terms of section 79 of the Act.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE AGRICULTURAL INDUSTRY:
COLLECTIVE BARGAINING AGREEMENT: AGRICULTURE INDUSTRY
(TEA AND COFFEE SUBSECTOR)

Made and entered in accordance with the Labour Act [*Chapter 28:01*], as amended from time to time, between the Zimbabwe Tea Growers Association (ZTGA), Zimbabwe Agricultural Employers Organisation (ZAEO), Zimbabwe Commercial Farmers Union (ZCFU), and the Zimbabwe Farm Employers Association (ZFEA) (herein referred to as “the employer parties”), 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 employee parties”) of the other part.

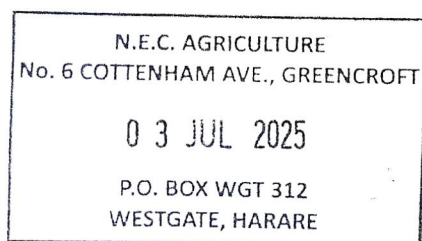
The employer parties and the employee parties, being parties to the National Employment Council for the Agricultural Industry in Zimbabwe, have agreed on the following provisions concerning seasonal contracts in the Tea and Coffee subsector effective 1st September 2025:

1. Notwithstanding any other provisions governing seasonal contracts in the agricultural industry generally, and in recognition of the peculiar seasonality of the tea and coffee sub sector, seasonal contracts between employers and employees in the Tea and Coffee sub-sector shall be for a period not exceeding 10 months in any one season. "Season" refers to a period of 10 months from the month of September to the month of June.
2. There shall be a transition period from the date of this agreement up to 31 August 2025 following which Tea and Coffee Subsector Employees who were engaged on fixed term contracts which shall lapse on or before the 1st of September 2025 may be re-engaged on the seasonal contracts referred to in clause 1 of this agreement.
3. Employees who were previously engaged on six month seasonal contracts shall enjoy the same rights conferred under Section 16 of S.I. 41 of 2022 as may be amended from time to time upon engagement on seasonal contracts referred to in clause 1 of this agreement, while new contracts shall be governed by Section 16 of S.I. 41 of 2022 as may be amended from time to time, with the necessary changes.

4. Employers may engage employees on 10-month fixed term contracts provided that they conform to the capping regulations contained in SI 69 of 2017.

Signed at Harare on the 3rd of July 2025.

The agreement is binding on all entities in the Tea and Coffee subsector within the agricultural industry.



A stylized, handwritten signature in black ink.

T. Nyirenda
Chairperson – Employers' Representative.

A stylized, handwritten signature in black ink.

F. Zondo
Vice Chairperson – Employees' Representative.

A stylized, handwritten signature in black ink.

D. Madyausiku
Chief Executive Officer – NEC Agriculture