

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 which further amends the agreement published in Statutory Instrument 116 of 2014, registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE
AGRICULTURAL INDUSTRY
COLLECTIVE BARGAINING AGREEMENT:
AGRICULTURE INDUSTRY
(COUNCIL DUES)

Made and entered in accordance with the Labour Act [*Chapter 28:01*], as amended from time to time, between the Indigenous Kapenta Producers Association (IKPA), Kapenta Producers Association (KPA), Zimbabwe Agricultural Employers Organisation (ZAEO), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU), Zimbabwe Tobacco Association (ZTA), Zimbabwe Tea Growers Association (ZTGA), Timber Producers Association (TPA), Zimbabwe Sugarcane Employers Organisation (ZSEO), Commercial Farmers Union (CFU), and Agro and Horticulture employer representatives (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), Horticulture General Agriculture and Plantation Workers’ Union of Zimbabwe (HGAPWUZ) and Kapenta Workers Union of Zimbabwe (KWUZ) (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 of Zimbabwe to further amend the Collective Bargaining Agreement published in Statutory Instrument 116 of 2014.

This further agreement shall be deemed to have come into operation on the 1st of December, 2019.

The employer party and the employee party agreed on the following:

Council dues

The awarded Council dues for all sectors in the agricultural industry of Zimbabwe as provided for in Statutory Instrument 116 of 2014 shall be as follows:

1. For the purpose of meeting expenses of the Council, every employer shall, with effect from 1st December, 2019, deduct from the basic monthly wage/salary of each of his/her permanent, seasonal, casual and fixed term contract employees, 2.5% per month and remit such deductions to NEC Agriculture.

2. To the amount deducted and remitted in terms of clause one, the employer shall also contribute 2.5% of the total basic monthly wages/salaries of all of his/her permanent, seasonal, casual and fixed term contract employees per month. Therefore, the total monthly contribution of employers and employees due to NEC Agriculture shall be 5% of the basic monthly wages/salaries of all permanent, seasonal, casual and fixed term contract employees. The total amount shall be remitted to the Chief Executive Officer/Secretary of the Council in full, not later than the 10th day following the month of deduction, together with the dues form, payroll, and any other document prescribed by the Council from time to time.

3. The employer is obliged to declare permanent, seasonal, casual, and fixed term contract employees that are currently employed as defined in the collective bargaining agreement published in Statutory Instrument 116 of 2014 and its amendments.

4. Interest at a rate of 10% *per annum* shall be imposed on any outstanding dues. The interest will accrue daily from the due date of payment to the date of full payment of the outstanding dues and payable interest.

Signed at Harare on the 22nd of November, 2019.

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

F. ZONDO,
CHAIRMAN.

P. CHINGWE,
VICE CHAIRMAN.

D. MADYAUSIKU,
CHIEF EXECUTIVE OFFICER.