

P6.1 FREEDOM OF ASSOCIATION AND P7.1 INCOME, WORK HOURS AND BENEFITS FOR FARM WORKERS

Rights of workers

All CTL contracted farmers should respect local legislation on human rights, as these embody the key international covenants and conventions relating to human rights and work place. To this, the farmer shall provide legal, safe and fair working conditions.

The farmer expected to meet as a minimum the following;

(a) Respectful treatment

Farmer should make sure that there are no cases of abuse within and around his farm, harassment and the farmer should not seek to exploit his workers and any other people. There shall not be unfair or illegal discrimination against workers.

(b) Forced labour

The farmer shall not use any form of bonded or forced labour for any gain on either parties for example school children or prisoners.

NO FARMER SHALL REQUIRE WORKERS TO WORK AGAINST THEIR WILL.

(c) Fair remuneration

The farmer shall remunerate workers according to the National Employment Council of Zimbabwe's applicable rates. In the process to meet the legislative standards the farmer shall negotiate a wage with the employee in a way that the remuneration covers the basic needs of workers and their dependents.

(d) Working hours

CTL Farmers shall ensure that working hours comply with local legislation of at least 40 hours and at most 50 hours per week. The worker should get adequate rest breaks and leave entitlements to be taken annually.

No worker should work for 5 continuous hours without a break.

Extra work hours shall be voluntary and must be compensated in accordance with local legislation. Remuneration shall be one and half times of the normal rate. The total work hours should not exceed typical farm working hours on a regular basis.

(e) Freedom of association

The workers on the grower's farm must have the time to meet and discuss any issues of employment and general aspects of life. The farmer should make it clear to the workers that they are free to associate with whom they wish to and to join any trade union or workers groups. The farmer should listen and work towards improving in areas of concern brought up by the workers representatives, in such a way, the farmer shall recognize workers' rights to associate and bargain collectively.