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**LABOUR LAWS**

**General employee rights**

* Working hours are normally between 8am and 5pm but can be extended when need arises
* Workers must have at least one rest day per week
* Workers are entitled to tea and lunch breaks
* Minimum wages are normally dependent on industry standards and are provided for under relevant Collective Bargaining Agreements. Employers can participate in shaping industry specific payment standards.

**NB: There are no employees who enjoy special protection against dismissal.**

**Notice periods for termination of employment are:**

* three months in the case of a contract without limit of time or a contract for a period of two years or more;
* two months in the case of a contract for a period of one year or more but less than two years;
* one month in the case of a contract for a period of six months or more but less than one year;
* two weeks in the case of a contract for a period of three months or more but less than six months; or
* one day in the case of a contract for a period of less than three months or in the case of casual work or seasonal work

**NB: An employer may waive the right to require the employee to report for duty during the notice period.**

**Procedure for termination**

* By mutual agreement
* When a fixed term contract lapses
* On notice if the termination is in terms of a code of conduct
* If the termination is pursuant to retrenchment

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