



LABOUR AGREEMENT

BETWEEN

TOBACCO ASSOCIATION OF MALAWI (TAMA)

AND THE

MALAWI CONGRESS OF TRADE UNIONS (MCTU)

AND THE

THE TOBACCO TENANTS AND ALLIED WORKERS UNION OF MALAWI

EFFECTIVE MAY 17, 1999.

CONTRACT FOR THE TOBACCO INDUSTRY

THIS IS AN AGREEMENT, initiated by the Ministry of Labour and Vocational Training, made and entered into this 17th day of May, 1999, by and between the TOBACCO ASSOCIATION OF MALAWI (TAMA), on behalf of all its members among Tobacco Estates and Smallholder Burley Clubs in Malawi on one part and the MALAWI CONGRESS OF TRADE UNIONS (MCTU), on behalf of all the employees in the Tobacco Estates including Tenants and the Tenants' Union of Malawi on the other part.

IT IS MUTUALLY AGREED AS FOLLOWS:-

GENERAL PURPOSE

- (a) The general purpose of this AGREEMENT IS TO ALLOW TAMA and the TENANTS' UNION OF MALAWI to engage in collective bargaining in order to review the terms and conditions of employment in the Tobacco Industry, particularly in the Tobacco estates; improve these terms and conditions of employment; and, promote and maintain better terms and conditions of employment for both the employees and the Tenants for the mutual benefit of TAMA and its members, employees, Tenants and the Tenants' Union of Malawi.

- (b) TAMA and the Tenants' Union of Malawi shall, therefore, undertake to appoint a Negotiating Committee each to represent the two parties at the bargaining table. Each Negotiating Committee shall have full authority to make and enforce the decisions made and agreed during the collective bargaining sessions and shall remain sole *bona fide* negotiating partners unless agreed otherwise in a collective bargaining agreement.

2. RECOGNITION AND RESPONSIBILITY

- (a) TAMA hereby recognises the TENANTS' UNION OF MALAWI, hereinafter referred to as the Union, as the exclusive representative of all the employees and Tenants in Malawi's Tobacco Industry for the purpose of collective bargaining with respect to rates of pay, hours of work, age of employment, and all the terms and conditions of employment as set forth in the Labour Laws of Malawi.
- (b) There shall be no discrimination, intimidation or coercion either on the part of TAMA or Employers and Landlords in the Tobacco Industry or any of the Employers' representatives or on the part of the Union or any of its members against any employee or Tenant because of membership or non-membership in the Union.
- (c) The parties to the agreement will respect the national law on child labour and will work towards elimination of child labour in accordance with international labour standards.

SIGNED

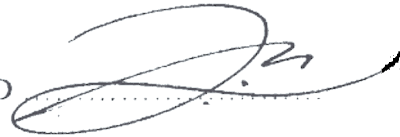


NAME: G.A.A. Thyangathyanga, Ph.D

POSITION: Executive Secretary

ORGANISATION: TOBACCO ASSOCIATION
OF MALAWI

SIGNED

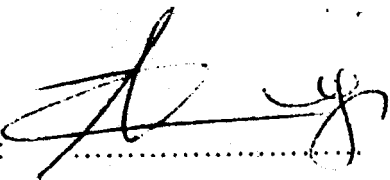


NAME: F.L. Antonio

POSITION: Secretary General

ORGANISATION: MALAWI CONGRESS
OF TRADE UNIONS

SIGNED:



NAME: T.L. Chidzanja

POSITION: Deputy General Manager

ORGANISATION: NATIONAL
ASSOCIATION OF SMALLHOLDER
FARMERS' IN MALAWI

SIGNED:



NAME: R. Sandramu

POSITION: General Secretary

ORGANISATION: TOBACCO TENANTS
AND ALLIED WORKERS UNION OF
MALAWI

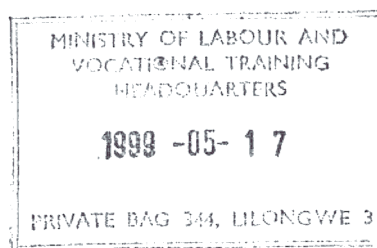
WITNESS BY:



NAME: Z.M.K. Kambuto

POSITION: Chief Labour Officer

MINISTRY OF LABOUR AND VOCATIONAL TRAINING



This 17th day of May, 1999