

National Employment Council: Memorandum of Agreement
Cotton Industry, 2021

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*], published the Collective Bargaining Agreement set out in the schedule which was registered in terms of section 79 of the Act.

SCHEDULE

1. Statutory Instrument 150 of 2010, is hereby amended by the repeal of the whole section 1 and substitution with the following—

“Salaries and wages

- (a) The minimum salary or wage applicable to all employees has been increased by 46% from RTGS\$8 500,00 to RTGS\$12 410,00, for Grade A1 employees.
- (b)—
 - (i) Housing allowance for employees in urban zones increases from RTGS\$2 850,00 to US\$45,00, per month, payable at the prevailing interbank exchange rate.
 - (ii) Housing allowance for employees in areas with ginneries increases from RTGS\$1 425,00 to US\$22,50, per month, payable at the prevailing interbank exchange rate.
- (c)—
 - (i) Transport allowance for employees in Harare increases from RTGS\$2 444,00 to US\$30,00, per month, payable at the prevailing interbank exchange rate.
 - (ii) Transport allowance for all other employees in urban areas as per graded zones increases from RTGS\$ 1 247,00 to US\$15,00, per month, payable at the prevailing interbank exchange rate.

- (d) Ginning shift allowance increases from RTGS\$570,00, to US\$10,00, per shift, per month, payable at the prevailing interbank exchange rate.
- (e) Notwithstanding the date of signing, the effective date for the above increments shall be 1st of March, 2021.
- (f) The agreement is binding on all companies within the Cotton Industry.

2. Section 2 of Statutory Instrument 43 of 2021 is hereby repealed and substitution with the following—

SCHEDULE A

MINIMUM SALARIES AND WAGES APPLICABLE TO ALL
EMPLOYEES WITH EFFECT FROM 1ST MARCH, 2021

<i>Grade</i>	<i>Graded Salary</i>
	RTGS\$
A1	12 410,00
A2	12 782,00
A3	13 257,00
B1	13 631,00
B2	14 105,00
B3	14 397,00
B4	14 953,00
B5	15 514,00
C1	16 942,00
C2	17 768,00
C3	18 615,00
C4	19 463,00
C5	20 271,00

Signed at Harare on this 16th day of March, 2021.

On behalf of the Employers' Association of the Cotton Industry
E. F. CHITSA
C. DIMBA

On behalf of the Cotton Marketing Workers Union of Zimbabwe
A. MAKWARIMBA
E. SAKALA

On behalf of the NEC Cotton Industry.
T. CHITEMERE,
Acting Chairman, NEC Cotton Industry.