

National Employment Council: Collective Bargaining Agreement
Cotton Industry

It is hereby notified that the Minister of Public Service 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.

1. The Collective Bargaining Agreement published in Statutory Instrument 150 of 2010, is hereby amended by the repeal of the whole of section 1 and substitution with the following—

“Salaries and wages

1. (1) The minimum salary or wage applicable to all employees increase by 9% from ZWL\$18 367,00 to ZWL\$20 020,00 for Grade A1 employees.

(2)—

- (a) housing allowance for employees in urban zones increases from USD\$60,00, per month, to USD\$75,00, per month, payable at the prevailing auction rate;
- (b) housing allowance for employees in areas with ginneries increases from USD\$30,00, per month, to USD\$37,50, per month, payable at the prevailing auction rate.

(3)—

- (a) transport allowance for employees in Harare remains at USD\$30,00, per month, payable at the prevailing auction rate;
- (b) transport allowance for all other employees in urban areas as per graded zones remains at USD\$15,00, per month payable at the prevailing auction rate.

(4) Ginning shift allowance remains at USD\$10,00, per shift, per month, payable at the prevailing auction rate.

2. Statutory Instrument 150 of 2010, is amended in section 5 (Availability exemption and variation of the agreement) by the deletion of section 5(c) of Statutory Instrument 82 of 2021 and the substitution with the following—

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“(c) a company that has difficulties in meeting the minimum requirements may apply for exemption to the NEC Exemption and Variation Committee in terms of sections 5 and 6 of Statutory Instrument 150 of 2010:

Provided that such application, shall be accompanied by a non-refundable fee of ZWL\$210 000,00, and the NEC reserves the right to grant or deny such application.”.

3. Statutory Instrument 150 of 2010, is amended in section 25 (Registration and council levies) by the deletion of section 5 of Statutory Instrument 185 of 2012 and the substitution with the following—

“5. Notwithstanding the provision of subsection (3) and (4) the minimum levy subscription shall not be less than ZWL\$200 000,00, a month.”.

4. Appendix 2 of Statutory Instrument 150 of 2010 is hereby repealed and substituted with the following—

“MINIMUM SALARIES AND WAGES APPLICABLE TO ALL
EMPLOYEES WITH EFFECT FROM 1st SEPTEMBER, 2021

<i>Grade</i>	<i>Graded salary</i> RTGS\$
A1	20 020,00
A2	20 620,00
A3	21 386,00
B1	21 990,00
B2	22 754,00
B3	23 226,00
B4	24 122,00
B5	25 028,00
C1	27 331,00
C2	28 664,00
C3	30 030,00
C4	31 397,00
C5	32 701,00”.

5. Notwithstanding the date of signing, the effective date for the above increments shall be 1st September, 2021.

6. The agreement is binding on all companies within the Cotton Industry.

Signed at Harare on the 20th of September, 2021.

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

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

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

