

National Employment Council: Collective Bargaining Agreement:
Cotton Industry, 2022

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 Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE COTTON
INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: COTTON
INDUSTRY

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

1.—

- (a) the minimum salary or wage applicable to all employees increase by 26% from ZWL\$20 020,00, to ZWL\$25 225,00, for Grade A1 employees;
- (b)—
 - (i) housing allowance for employees in urban zones remains at USD\$75,00, per month payable at the prevailing auction rate;
 - (ii) housing allowance for employees in areas with ginneries remains at USD\$37,50, per month payable at the prevailing auction rate.
- (c)—
 - (i) transport allowance for employees in Harare remains at USD\$30,00, per month payable at the prevailing auction rate;
 - (ii) 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;

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

2. Notwithstanding the date of signing, the effective date for the above increments shall be 1st January, 2022.

3. The agreement is binding on ALL companies within the Cotton Industry.

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 Appendix 2 of Statutory Instrument 150 of 2010, is hereby repealed and substituted with the following—

SCHEDULE A

MINIMUM SALARIES AND WAGES APPLICABLE TO ALL
EMPLOYEES WITH EFFECT FROM 1ST JANUARY, 2022

<i>Grade</i>	<i>Graded Salary RTGS\$</i>
A1	25 225,00
A2	25 981,00
A3	26 946,00
B1	27 707,00
B2	28 670,00
B3	29 265,00
B4	30 394,00
B5	31 535,00
C1	34 437,00
C2	36 117,00
C3	37 838,00
C4	39 560,00
C5	41 203,00

Signed at Harare on the 27th of January, 2022.

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,

T. FUKAI,

on behalf of the NEC Cotton Industry.

T. CHITEMERE,

Acting Chairman, NEC Cotton Industry.

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