



NATIONAL EMPLOYMENT COUNCIL FOR THE COTTON INDUSTRY

No. 6 Weale Road, Milton Park, Harare, Zimbabwe
Tel: (0242) 776483 / 776490

MEMORANDUM OF AGREEMENT – NEC COTTON INDUSTRY

In the Collective Bargaining session conducted on 15 February 2024 between the Employers' Association of the Cotton Industry and the Cotton Marketing Workers' Union of Zimbabwe, the following was agreed and adopted:

1. The minimum salary/wage applicable to all employees as at 1 April 2023 remain the same, as follows;
 - a. Minimum salary/wage for Grade A1 – **USD\$215.00** per month.
 - b. (i) Housing Allowance (urban zones) – **USD\$80.00** per month.
(ii) Housing Allowance (areas with ginneries) – **USD\$45.00** per month.
 - c. (i) Transport Allowance (employees in Harare) – **USD\$30.00** per month.
(ii) Transport Allowance (employees in urban areas as per graded zones) – **USD\$15.00** per month
 - d. Ginning shift allowance – **USD\$10.00** per shift per month.
2. All companies shall pay a minimum of 60% of gross salary in USD and 40% payable in ZW\$ at the prevailing interbank rate.
3. The next Collective Bargaining negotiations will be held end of March 2024.
4. Notwithstanding the date of signing, the effective date for the above shall be **01 February 2024**.
5. The agreement is binding on **ALL** companies within the Cotton Industry.

Signed at **HARARE** on this **15th** day of **February 2024**

ON BEHALF OF THE EMPLOYERS' ASSOCIATION OF THE COTTON INDUSTRY

Mr E.F. Chitsa 

Mr T. Mutanha 

ON BEHALF OF THE COTTON MARKETING WORKERS UNION


Mr T. Chitemere 

Mr T. Chinyundo 

ON BEHALF OF THE NEC COTTON INDUSTRY

Mr C. Dimba 

CHAIRMAN

Mrs M. Farirai 

GENERAL SECRETARY

NEC COTTON GRADES AND CLASSIFICATIONS

[Minimum Salaries & Wages applicable WEF 1 April 2023]

ALL EMPLOYEES

GRADES	NEW GRADED SALARY
	<i>USD</i>
A1	215.00
A2	221.45
A3	228.09
B1	239.50
B2	246.68
B3	254.08
B4	261.71
B5	269.56
C1	283.04
C2	291.53
C3	300.27
C4	309.28
C5	318.56

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