



NATIONAL EMPLOYMENT COUNCIL FOR THE COTTON INDUSTRY

No. 6 Weale Road, Milton Park, Harare, Zimbabwe
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MEMORANDUM OF AGREEMENT – NEC COTTON INDUSTRY

In the Collective Bargaining session conducted on 4 July 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 will be;
 - 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 ZWG at the prevailing interbank rate.
3. Parties will continuously review the situation in the industry either through the Executive Committee Meetings or Council Meetings.
4. The agreement is binding on **ALL** companies within the Cotton Industry.

Signed at **HARARE** on this **4th** day of **July 2024**

ON BEHALF OF THE EMPLOYERS' ASSOCIATION OF THE COTTON INDUSTRY

Mr A. Muzembe *[Signature]*

Mr T. Mutanha *[Signature]*

ON BEHALF OF THE COTTON MARKETING WORKERS UNION

Mr T. Chitemere *[Signature]*

Mr T. Chinyundo *[Signature]*

[Signature]
Gration Investments

ON BEHALF OF THE NEC COTTON INDUSTRY

Mr E.F Chitsa *[Signature]*

CHAIRMAN

Mrs M. Fairrai *[Signature]*

GENERAL SECRETARY

[Signature]
08/07/2024

[Signature]
Fidelis T Mhlonga
08/07/24
Cottco

[Signature]
08/07/2024
SOUTHERN COTTON

BRIGHTON
[Signature]
21MCOFF
08/07/24

[Signature]
PATIN SEED COMPANY