
MINIMUM WAGES FOR CHARCOAL WORKERS

1. INTRODUCTION

The purpose of this minimum wage directive is to advise employers in the charcoal industry on a fair minimum wage for charcoal workers and other conditions of employment. The employer is the “charcoal producer” and the employee the “charcoal burner” where it appears in this document.

2. Minimum wage per ton:

The charcoal producer shall pay to each charcoal burner a minimum wage inclusive of a ration allowance, according to the following categories:

- 2.1 Tsumeb, Grootfontein and Otavi district - a minimum wage of 41% for unsifted charcoal and 43% for sifted charcoal of the selling price of the product; and -
- 2.2 Otjiwarongo and Outjo district - a minimum wage of 38% of unsifted and 40% of sifted charcoal of the selling price of the product.
- 2.3 All other districts not mentioned shall be treated as per section 2.1. and 2.2, depending on the type of wood utilised.
- 2.4 All percentages mentioned above in 2.1 and 2.2 include 1% in lieu of overtime payment and 3% in lieu of paid leave.
- 2.5 Where a charcoal burner is by virtue of his/her employment required to live in or on the place of employment or to reside on any premises of his/her charcoal producer, such charcoal producer shall provide such charcoal burner with housing, as well as sanitary and water facilities, as may comply with the reasonable needs of such charcoal burner and his/her dependants.

3. Protective equipment:

The charcoal producer shall, as provided for under the Occupational Health and Safety Regulations make available to each charcoal burner the necessary protective equipment and clothing, at least once a year, free of charge.

Approved on an Annual General Meeting of the NCA on 10 August 2018

.....
NCA Chairperson

.....
Date