

# **Agricultural Employers' Association**



**WAGE SURVEY  
2024**

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## 1. DEFINITIONS

### **Permanent employee**

An employee appointed for an unlimited period.

### **Temporary employee**

An employee appointed for a limited period.

### **Average**

The total of a set of values divided by the number of values in that particular group.

### **Weighted average**

A procedure to combine averages of two or more groups each with different sizes. In other words, this average considers the proportional relevance of each component rather than treating each component equally.

### **Median**

The median is the midpoint of a list of values. At least one half of the values in that particular list will not be higher than the median value.

### **Real and nominal values**

The **nominal value** refers to any price or value expressed in money of the day, as opposed to **real value**, which adjusts for the effect of inflation.

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## 2. EXECUTIVE SUMMARY

The Wage Survey, which is conducted every second year, is not compulsory for members of the Namibia Agricultural Union. It is therefore important to bear in mind that the respondents may vary with each survey.

### **2.1 Remuneration**

The total remuneration package of employees on commercial farms contains two main parts. One is the monetary remuneration part and the other is employee benefits. Both these parts are made up of several components as reflected in the report.

The total remuneration package of permanent employees on commercial farms in Namibia for 2023/2024 amounts to N\$4 391.20 per month or N\$22.52 per hour. This figure comprises of the following and should be read in conjunction with tables 14 and 15.

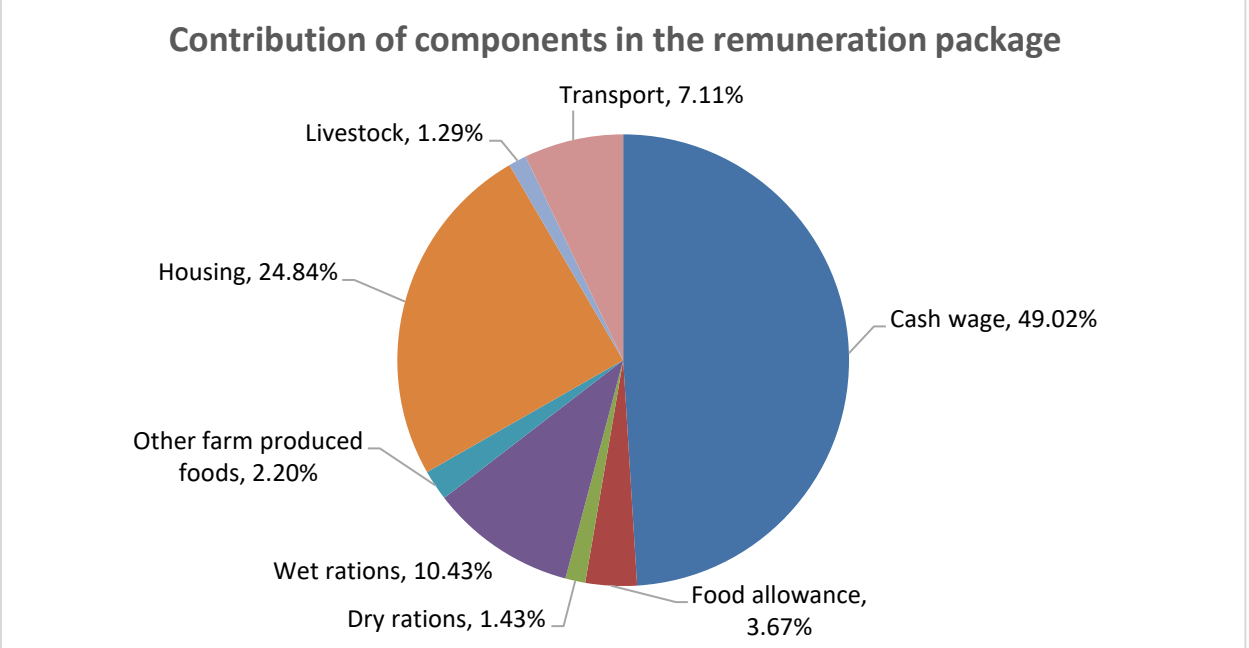
Detail	2016	2018	2020	2022	2024
Weighted monetary remuneration	1 975.12	2 138.17	2 366.71	2 574.13	2931.28
Weighted value of free housing	1 000.13	957.44	972.63	1 002.48	1090.99
Weighted value of employee livestock	51	52.96	53.09	63.42	56.72
Free transport for children of employees to schools and sick persons to medical facilities	294.39	264.94	267.6	297.43	312.21
<i>Total <u>monthly remuneration</u> cost per employee</i>	<i>3320.64</i>	<i>3413.51</i>	<i>3660.03</i>	<i>3933.94</i>	<i>4391.20</i>
Percentage increase compared to previous survey	9%	3%	7%	7%	12%

Although 92.01% of employers in this survey pay annual bonuses to their employees, these expenses are not included in the above remuneration figures. Items such as firewood, electricity, water and SSC are also not included in the above figures, though these are benefits for the employee and further costs to the employer.

The total **monetary remuneration (basic salary)** of employees has increased since 2016 as follows:

- 8.3% between 2016 - 2018
- 10.7% between 2018 - 2020
- 8.76% between 2020 - 2022
- 13.87% between 2022 - 2024

The average value of the various components that each contributes towards the *TOTAL remuneration package*, are illustrated as follows in the chart below:



The various components within the *MONETARY remuneration* as well as the percentage that each contributes towards the monetary remuneration basket, are illustrated as follows:

- Cash wage	73.43 %
- Food allowance	5.50 %
- Dry rations	2.14 %
- Wet rations	15.63 %
- Other farm produced food	3.29 %

## **2.2 Electricity**

A total of 64.20% of employee households in this survey have access to electricity in their homes and 29.84% employee households have access to solar power. The number of households that have access to solar power have increased by 11.68% since 2022.

## **2.3 Dependants**

The weighted average dependants per permanent employee in this survey are 1.60. This figure decreased slightly from 1.66 in the 2022 survey.

## **2.4 Annual bonuses and salary increases**

A total of 92.02% employers indicated that their employees received annual bonuses and 87.03% employers indicated that their employees received annual salary increases.

## **2.5 Employee Health**

- **HIV/AIDS**

A total of 20.96% employers indicated that they were aware of HIV/AIDS cases amongst their work force against 19.09% in 2022. 95.24% of these respondents indicated that these employees were receiving treatment.

- **Tuberculosis**

A total of 11.98% of respondents are aware of TB cases amongst their employees against 11.40% in 2022. 93.33% of these respondents indicated that these employees were receiving treatment.

- **General health screening**

A total of 31.94% employers indicated that their employees underwent general health screening during the past twelve months.

## **2.6 Alcohol and substance abuse**

35.73% employers reported cases of alcohol and substance abuse that occurred amongst their employees within the reporting period.

## **2.7 Accidents**

13.17% of employers reported a total of 140 injuries on duty. Of these cases, 55 were treated exclusively on the farm and 51 were treated at a medical facility. 34 cases were treated both on the farm and at a medical facility. 27 Employees' Compensation claims were filed.

## **2.8 Workers' unions**

Only 54 of the 3 316 permanent employees in this survey are members of a registered workers' union which brings the union representation of farm workers to 2%.

## **2.9 Land sizes**

The average land size of respondents that farming activities are conducted on, is 10 572 hectares. These sizes vary from 30 hectares to 100 000 hectares per participating employer. The land sizes represent farming activities on the farmer's own land as well as leased property.

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## **3. INTRODUCTION**

A wage survey was conducted in 2024 to investigate and analyse the different components of the remuneration packages and management of farm workers in the commercial agricultural sector. This report is the result of data that was collected and analysed. The purpose of this report is to provide sound and reliable statistical information regarding labour in the commercial agricultural sector, which in turn can be used by decision makers such as the management of the Agricultural Employers' Association as well as individual agricultural employers and other agricultural role-players including the Government.

## **4. METHODOLOGY**

All principal members of the Namibia Agricultural Union received by direct mail or e-mail, a questionnaire with the request that this be completed and returned by 31 May 2024. Members were requested to provide information for the 2023/2024 financial period. Data was analysed at national as well as regional levels.

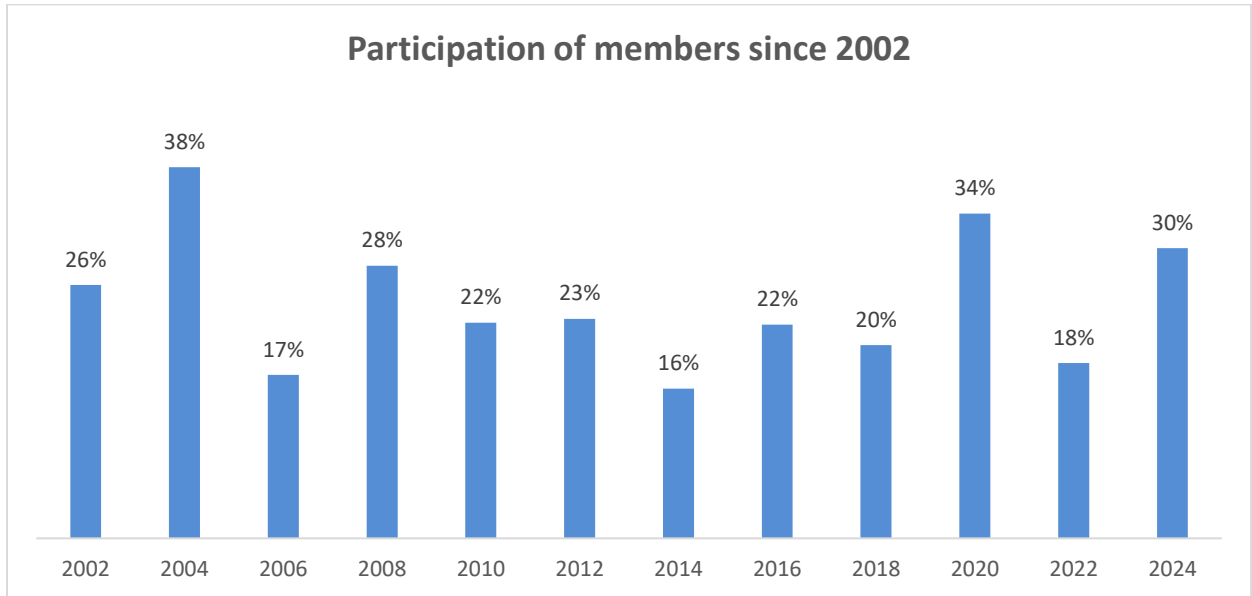
## 5. PARTICIPATION

### 5.1 National participation:

A total of 1 670 questionnaires were sent to principal members of the Namibia Agricultural Union (NAU). A total of 501 members (respondents) returned completed forms thus resulting in a 30% participation rate.

Participation of respondents in the AEA Wage Surveys since 2002 is illustrated in graph 1 below:

**GRAPH 1**



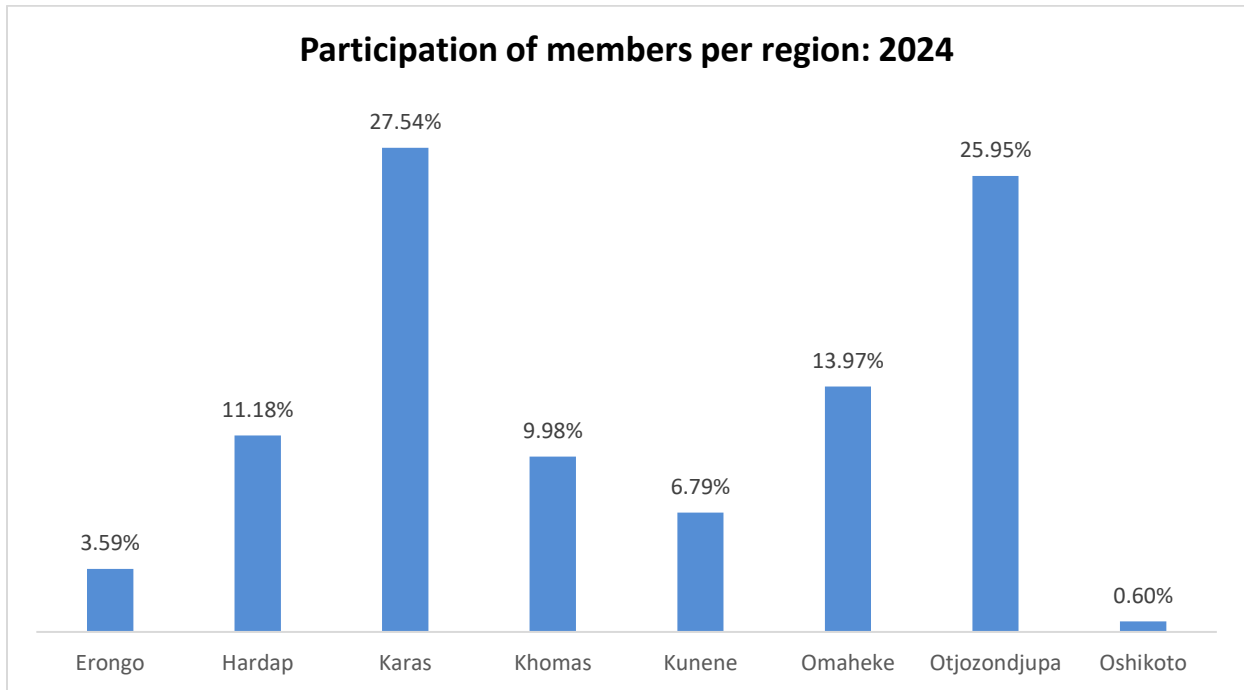
### 5.2 Participation per region:

Participation by principal members in each region is illustrated in table 1 and graph 2 below:

**TABLE 1**

Region	Number of respondents	%
Erongo	18	3.59%
Hardap	56	11.18%
Karas	138	27.54%
Khomas	50	9.98%
Kunene	34	6.79%
Omaheke	70	13.97%
Otjozondjupa	130	25.95%
Otjikoto	3	0.60%
Unknown	2	0.40%

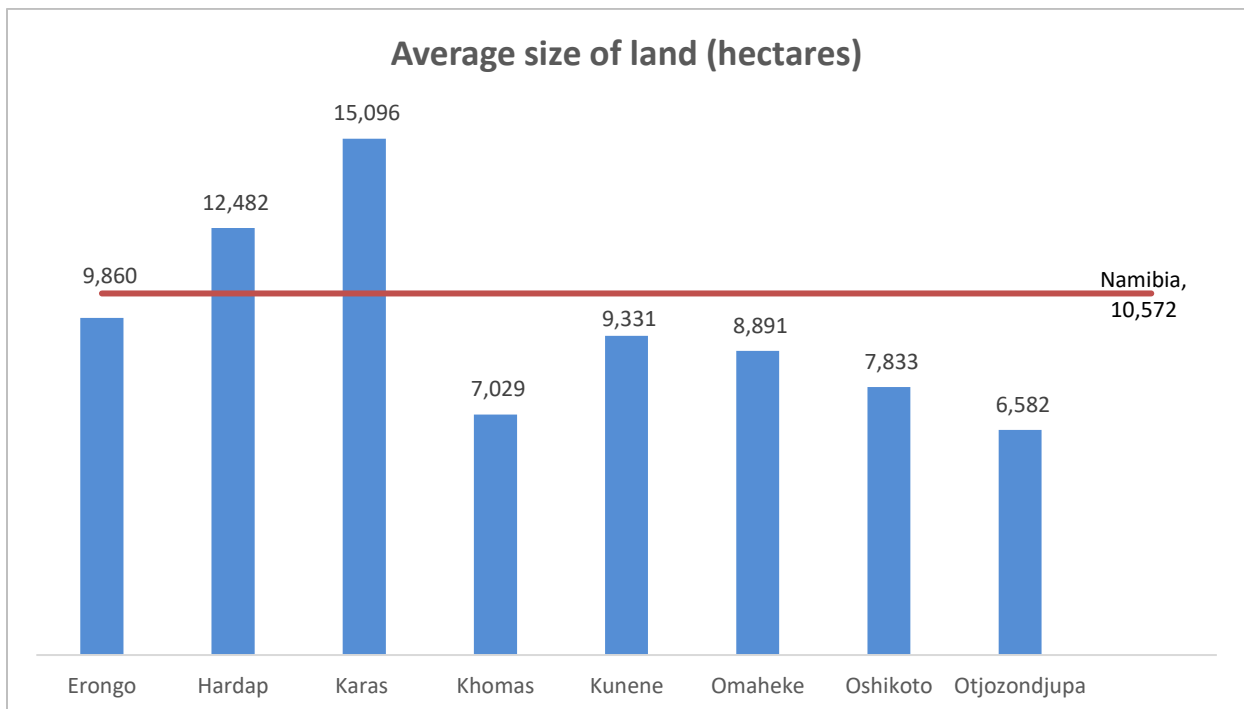
**GRAPH 2**



**6. LAND SIZES ON WHICH FARMING ACTIVITIES ARE CONDUCTED**

The graph below sets out the average land sizes of the respondents in Namibia and the respective regions. It should be noted that these farming operations represent farming activities on the farmer’s own land as well as leased property.

**GRAPH 3**

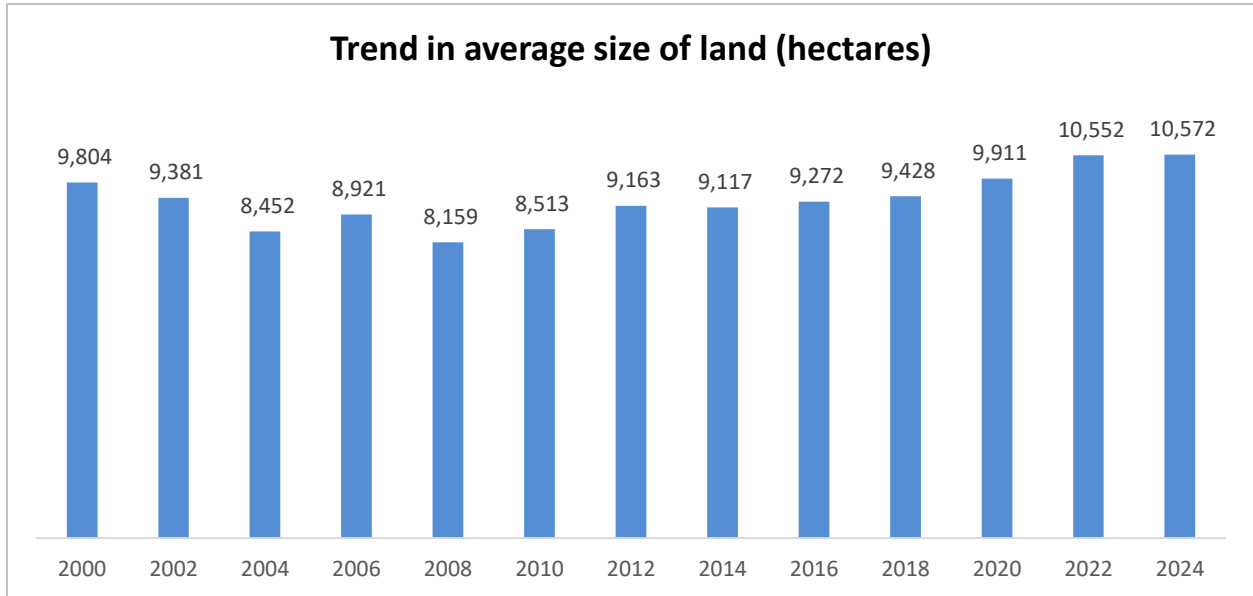




The average land size of all participants is 10 572 hectares, including leased land. The median is however only 8 000 hectares. The individual size of land on which farming activities are conducted in this survey varied from 28 hectares to 100 000 hectares.

Graph 4 shows the trend in land sizes farmed on by respondents since 2000:

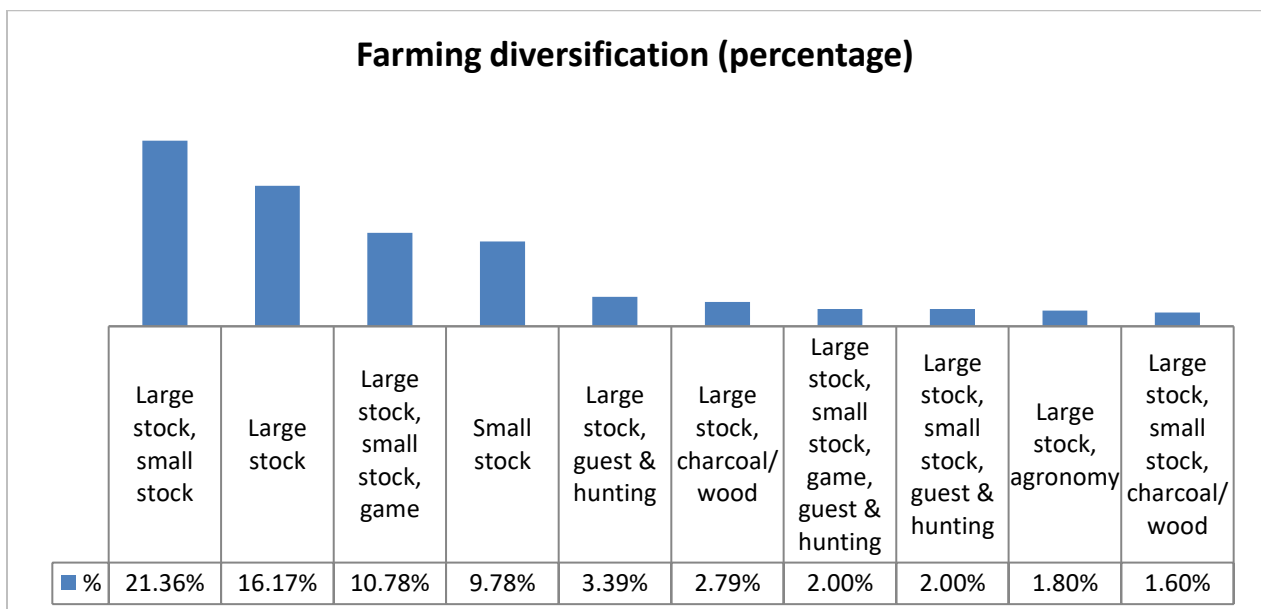
**GRAPH 4**



## 7. FARMING COMBINATIONS

Graph 5 shows the ten largest farming activities and the diversification thereof. These activities represent 71.66% of all farming activities in this survey.

**GRAPH 5**



## 8. EMPLOYEES IN THE SERVICE OF RESPONDENTS

### 8.1 Number of employees:

The Wage Survey represents data of 3 737 employees. This data is divided into the following categories:

TABLE 2		APPOINTMENT	
		Permanent	Temporary
Gender	Female	624	56
	Male	2688	349

\*The appointment/gender data of 20 employees are missing.

Table 3 shows the number of all employees per region per gender classification:

**TABLE 3**

Number of employees per region per gender classification		
Regions	Male	Female
Erongo	51	19
Hardap	281	61
Karas	610	135
Khomas	262	50
Kunene	218	64
Omaheke	517	117
Oshikoto	36	6
Otjozondjupa	1060	225

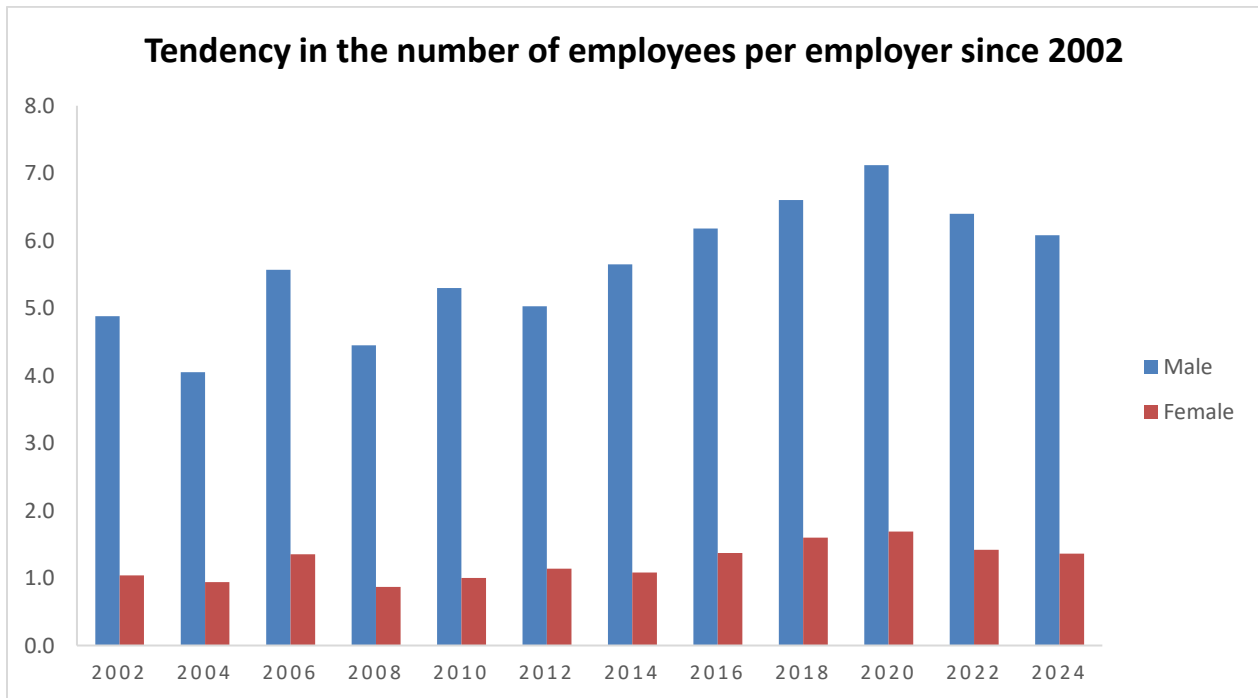
### 8.2 Number of employees per employer:

Table 4 represents the average number of employees per employer in the various regions. On average, there were a total of 7.44 employees per employer on commercial farms in Namibia (7.82 in 2022).

**TABLE 4**

Average number of employees per employer per region		
Regions	Male	Female
Erongo	2.83	1.06
Hardap	5.02	1.09
Karas	4.42	0.98
Khomas	5.24	1.00
Kunene	6.41	1.88
Omaheke	7.39	1.67
Oshikoto	12.00	2.00
Otjozondjupa	8.15	1.73
<b>National</b>	<b>6.08</b>	<b>1.36</b>

Graph 6 illustrates the trend in the number of employees per employer since 2002:

**GRAPH 6**

### 8.3 Average age of employees per region:

Table 5 represents the average age of permanent employees in the various regions. The average age of permanent employees on commercial farms in Namibia is 38.90 with an age median of 38.

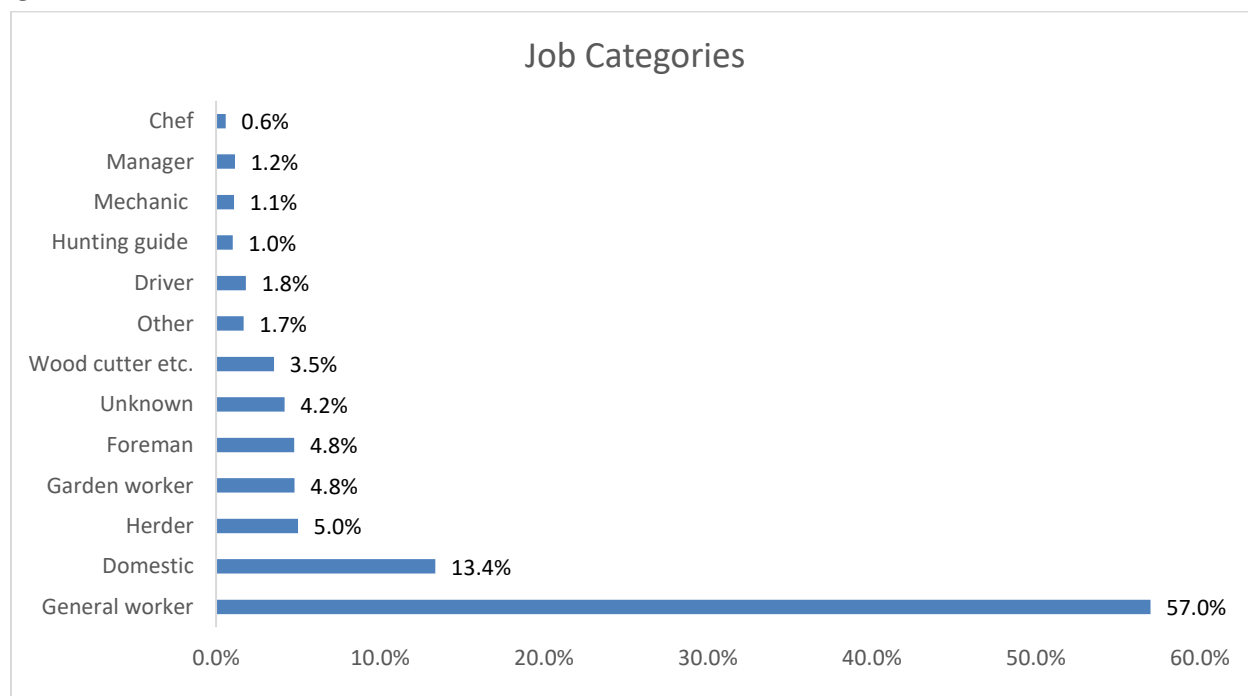
TABLE 5		Permanent employees	
		Number of employees	Average age of employees
Regions	Erongo	67	41.56
	Hardap	310	37.22
	Karas	650	37.22
	Khomas	278	37.05
	Kunene	240	41.10
	Omaheke	576	39.27
	Oshikoto	42	39.20
	Otjozondjupa	1140	39.84
	<b>Namibia</b>	<b>3316</b>	<b>38.90</b>

#### 8.4. Job categories:

##### 8.4.1 Percentage employees in different job categories:

Graph 7 shows the percentage of the different job categories of employees on farms:

**GRAPH 7**



\*General Worker is by far the most frequent job category for employees on farms in Namibia.

### 8.4.2 Average hourly cash wage of employees within different job categories in 2023/2024:

Table 6 shows the average normal working hours, hourly cash wage and monthly cash wage of permanent employees within different job categories:

**TABLE 6**

Job categories	Permanent employees	Average normal hours/ week	Average cash wage/hour	Average cash wage/month
General worker	1 970	44	11.14	2 126
Domestic worker	464	39	12.10	1 913
Herder	160	45	10.24	1 943
Wood cutter, etc.	15	44	13.72	2472
Garden worker	167	43	12.18	2 226
Driver	67	45	14.24	2 740
Foreman	176	45	19.43	3 758
Farm Manager	42	45	74.97	14 559
Mechanic	34	44	17.57	3 329
Chef	20	43	22.26	3 768
Hunting guide	37	43	18.03	3 216
Other	40	44	18.43	3 505

### 8.4.3 Comparison of the hourly cash wage of different job categories:

Table 7 compares the different hourly cash wages of certain job categories of permanent employees between 2016 to 2022:

**TABLE 7**

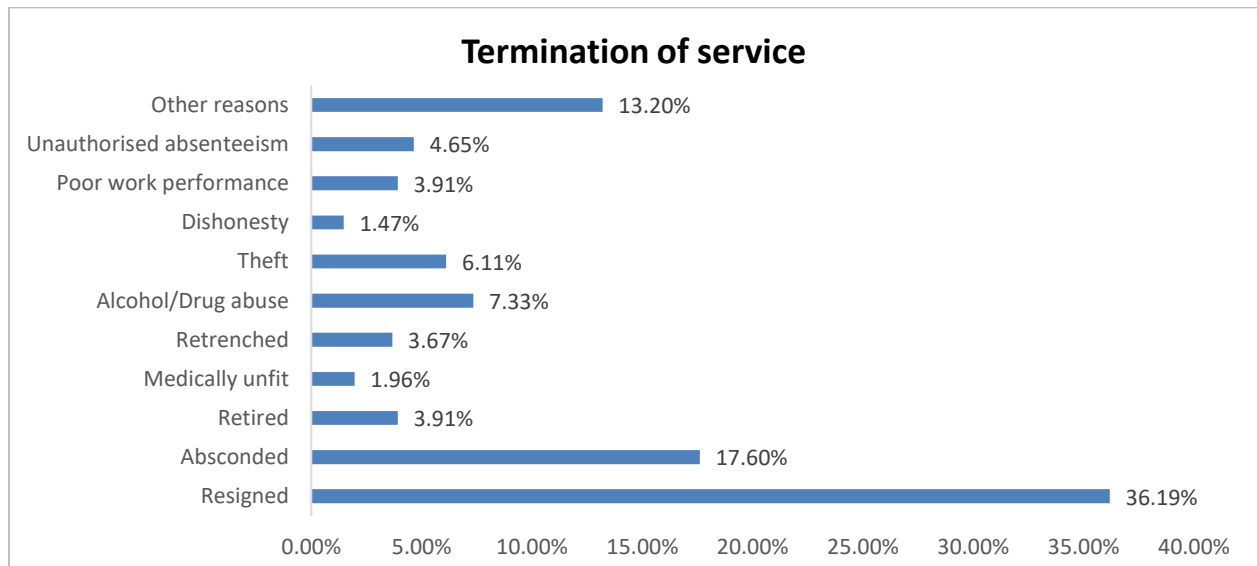
Job categories	2016	% Change 2016 to 2018	2018	% Change 2018 to 2020	2020	% Change 2020 to 2022	2022	% Change 2022 to 2024	2024
Foreman	11.41	10.78	12.64	21.43	15.39	25.54	19.32	0.57	19.43
General worker	6.90	18.84	8.20	11.71	9.16	8.95	9.98	11.62	11.14
Herder	6.46	18.73	7.67	9.65	8.41	10.58	9.30	10.11	10.24
Gardener	7.01	22.39	8.58	11.89	9.60	4.69	10.05	21.19	12.18
Wood cutter	5.90	115.25	12.70	-16.54	10.67	5.72	11.28	21.63	13.72
Domestic worker	7.30	18.36	8.64	11.34	9.62	6.65	10.26	17.93	12.10

## 8.5 Termination of service

A total of 409 farm workers left their place of work within the survey period according to the respondents. This figure represents 11% of all employees in the survey in comparison with 11.07% in the 2022 Wage Survey.

Graph 8 differentiates between the reasons for these terminations.

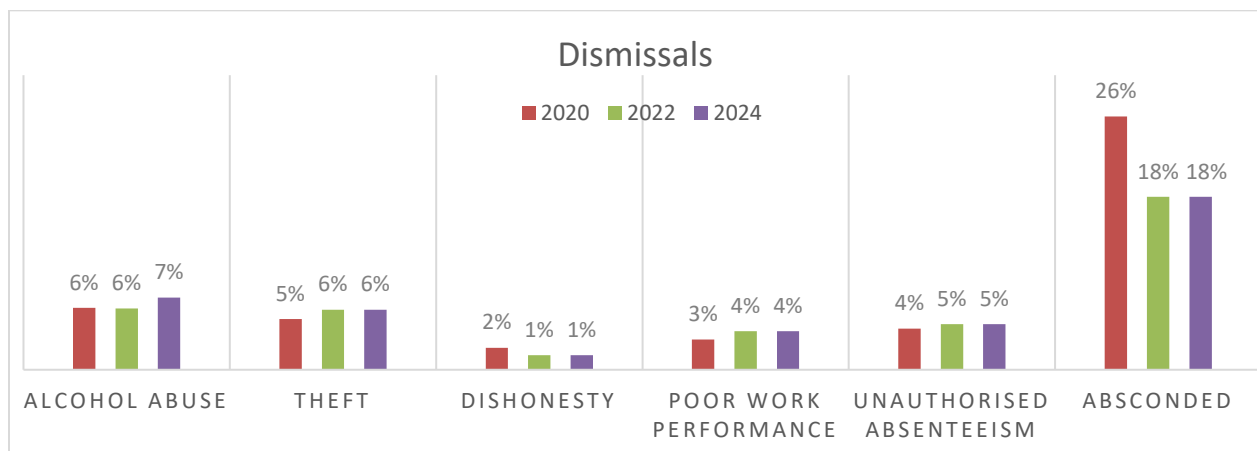
**GRAPH 8**



Most of the terminations of jobs are employee-driven and mainly consist of resignations and workplace desertion. 41.08% of all job terminations during the 2023/2024 financial year were due to dismissals.

Graph 9 distinguishes between the different reasons for terminations as well as the percentage employees concerned in comparison with the 2020 and 2022 statistics.

**GRAPH 9**



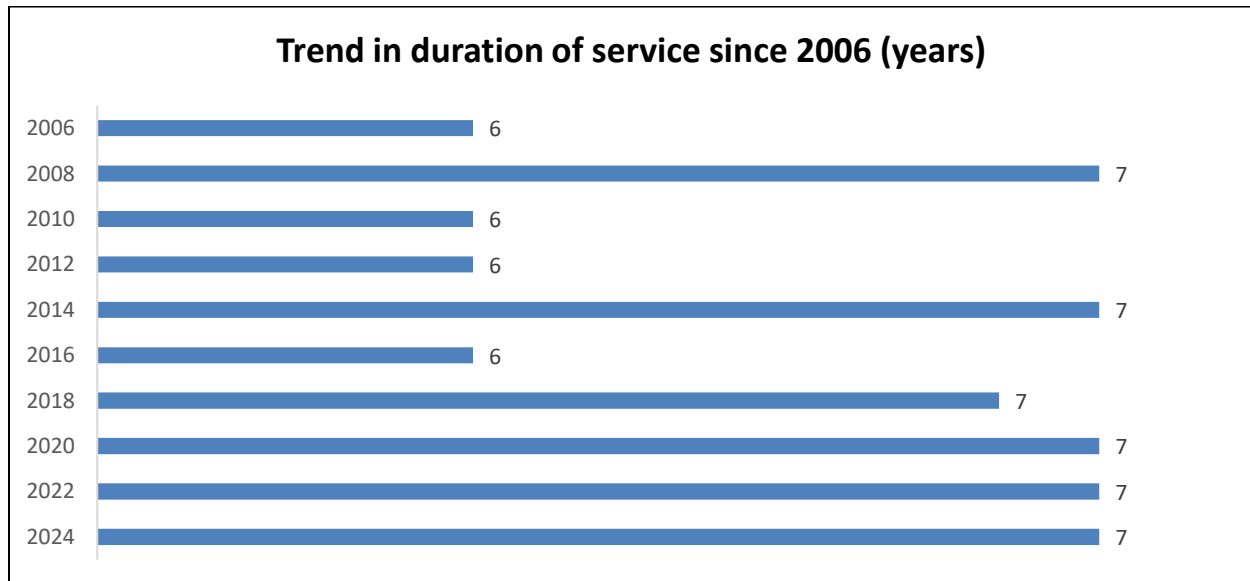
## 8.6 Service period:

The average employment period of permanent employees in Namibia is 6.84 years. Table 8 shows the average employment period of permanent employees in the various regions.

TABLE 8		Permanent employees	
		Number of employees	Average employment period in years
Regions	Erongo	67	6.42
	Hardap	310	5.62
	Karas	650	4.26
	Khomas	278	5.76
	Kunene	240	6.16
	Omaheke	576	7.11
	Oshikoto	42	4.57
	Otjozondjupa	1140	7.90
	<b>Namibia</b>	<b>3316</b>	<b>6.84</b>

Graph 10 shows the trend in the employment period of permanent workers in Namibia since 2006:

**GRAPH 10**



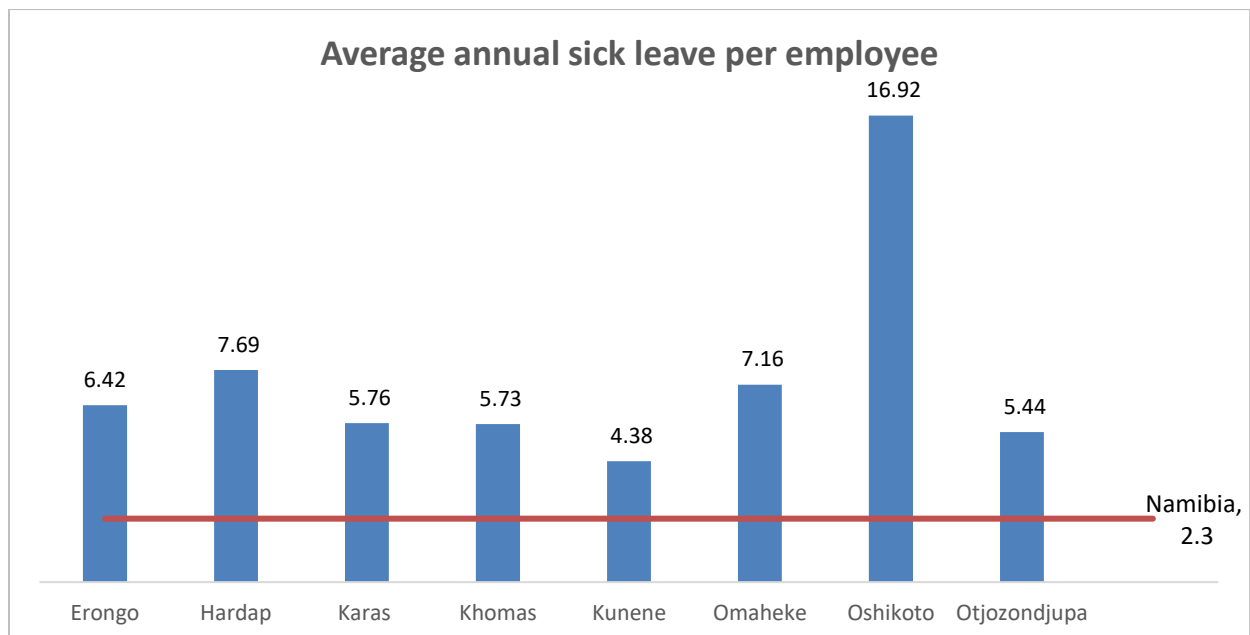
## 8.7 Sick leave:

Table 9 shows the number of permanent employees who took sick leave during the year as well as the averages per employee per region.

TABLE 9		No. of employees who took sick leave	Average days sick leave taken	Total no. of employees per region	Weighted average sick leave taken per employee
Regions	Erongo	30	6.42	67	2.87
	Hardap	91	7.69	310	2.26
	Karas	203	5.76	650	1.80
	Khomas	102	5.73	278	2.10
	Kunene	112	4.38	240	2.05
	Omaheke	274	7.16	576	3.41
	Oshikoto	12	16.92	42	4.83
	Otjozondjupa	423	5.44	1140	2.02
<b>National</b>		<b>1 247</b>	<b>6.05</b>	<b>3316</b>	<b>2.3</b>

The average number of annual sick leave days taken by permanent employees during the survey year is shown in graph 11:

**GRAPH 11**



The weighted average number of sick leave days per permanent worker amounts to 2.3 days.



## 9. REMUNERATION

The monetary remuneration package of employees in the commercial agricultural sector consists of various components and combinations thereof:

- A cash wage; and
- one (or a combination) of the following components:
  - food allowance
  - farm produced foods (in kind)
  - rations bought from a shop and given by the employer to the employee free of charge
  - keeping livestock and/or cultivating land

### 9.1 Basic cash wage and working hours:

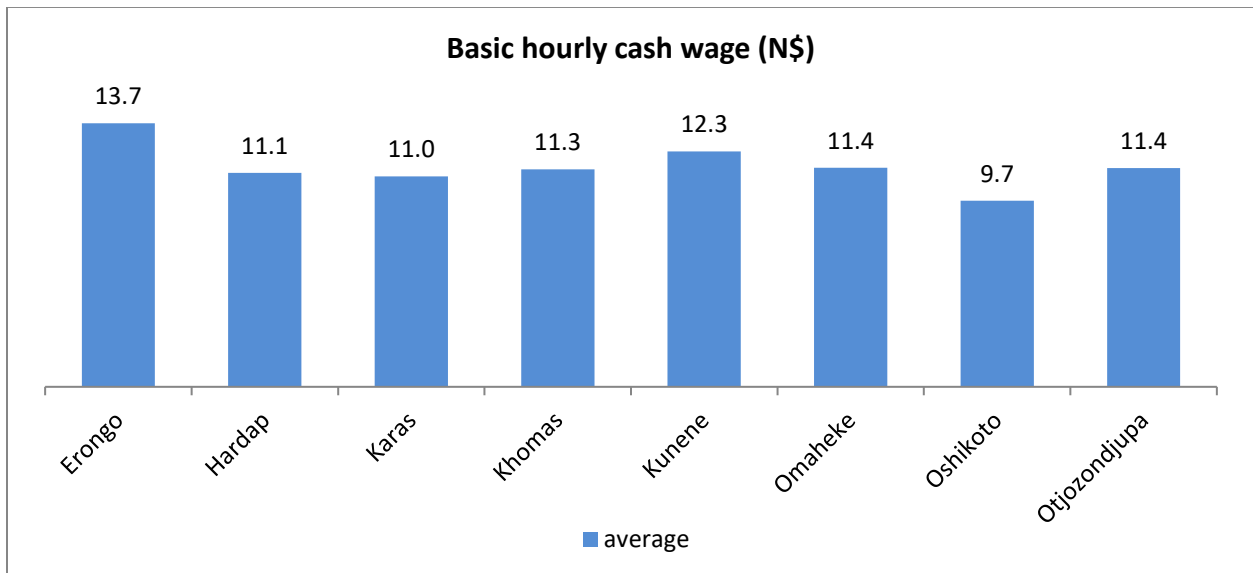
Table 10 shows the basic average cash remuneration and working hours of permanent agricultural employees in this survey. Remuneration and hours worked, reflected as averages, can however be skewed by very high or very low values and to remove this skewing, a median value was also included in the table.

**TABLE 10**

Category	Average	Median
Normal hours worked per week	43.57	45
Cash wage per hour	N\$11.36	N\$10.26
Cash wage per month	N\$2 103.28	N\$2 000.00

Graph 12 shows the average basic cash wage per hour for permanent employees in the regions:

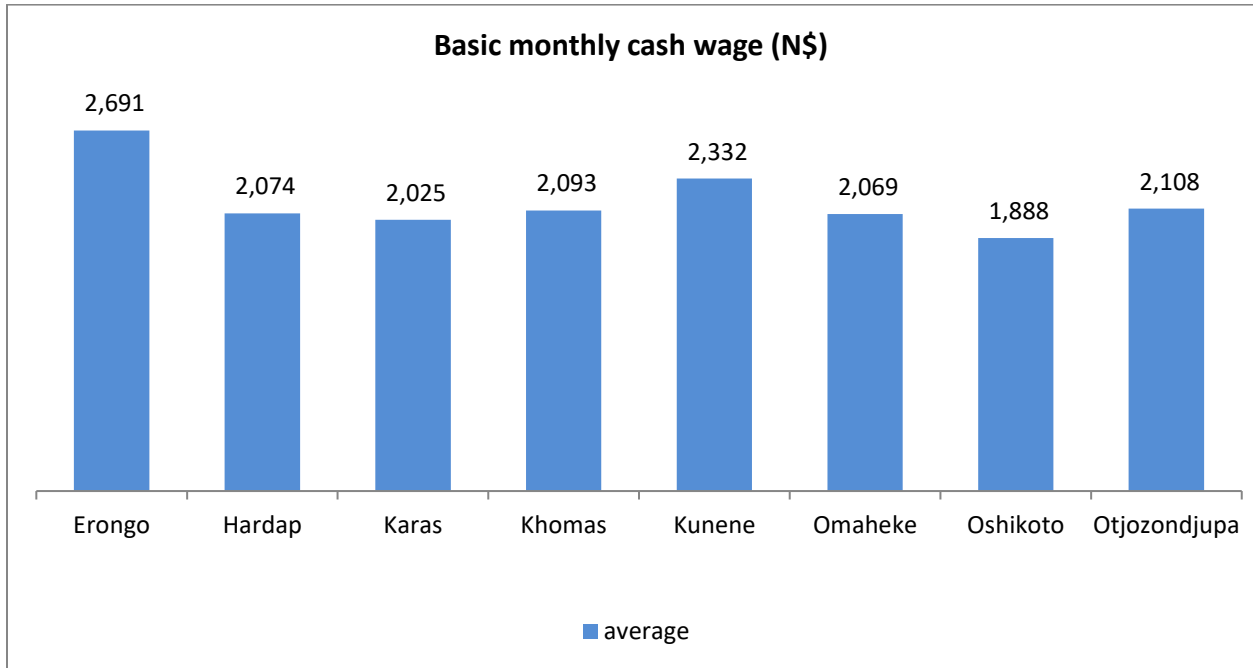
**GRAPH 12**



The average cash wage per hour is the highest in the Erongo region, namely N\$13.70.

Graph 13 shows the average cash wage **per month** of permanent employees in the regions:

**GRAPH 13**



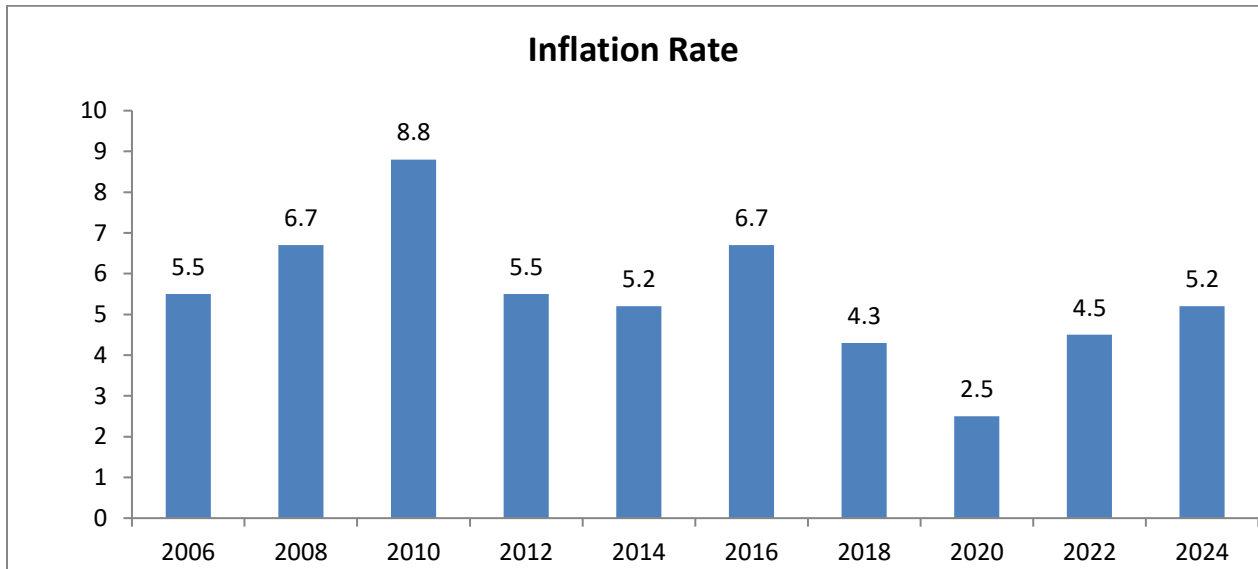
Graph 14 illustrates the trend in the hourly cash wages of permanent employees since 2008:

**GRAPH 14**



Graph 15 shows the annual inflation rate since 2006 (Source: Namibia Statistics Agency).

**GRAPH 15**



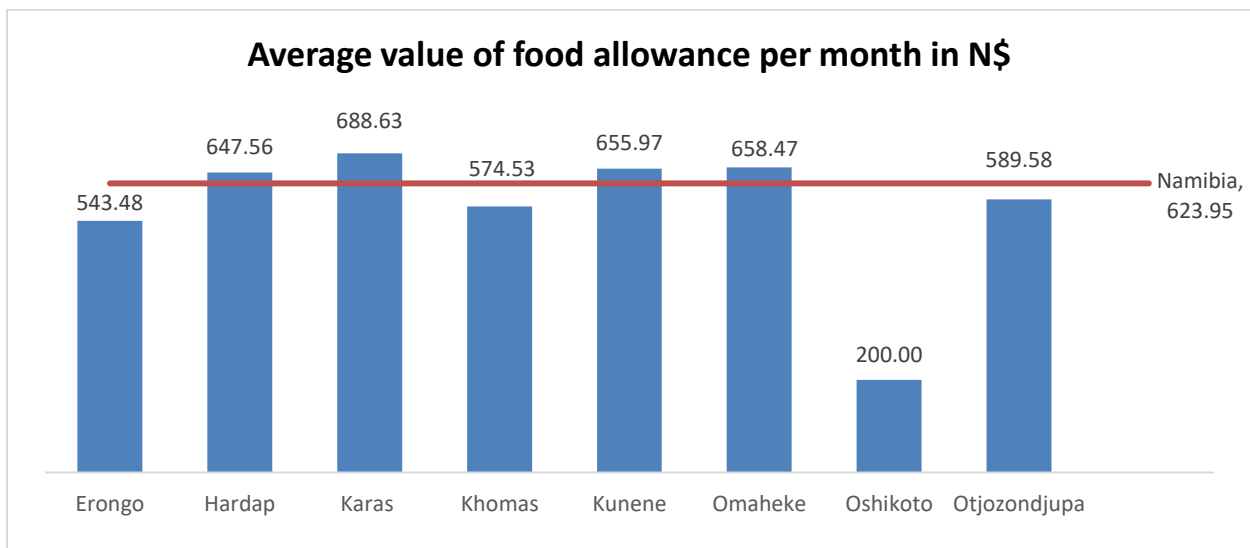
The current entry-level minimum wage of N\$6.00 per hour came into force in October 2023. The actual average hourly wage of farm workers according to this survey is N\$11.33 per hour which is 88.83% more than the current minimum wage.

## 9.2 Food allowance, rations and keeping animals:

### 9.2.1 Food allowance:

26.42% of permanent employees receive a food allowance (2022 survey – 25.4%) with an average value of N\$623.95. Graph 16 shows the average value (not weighted) of food allowances for permanent workers in the regions.

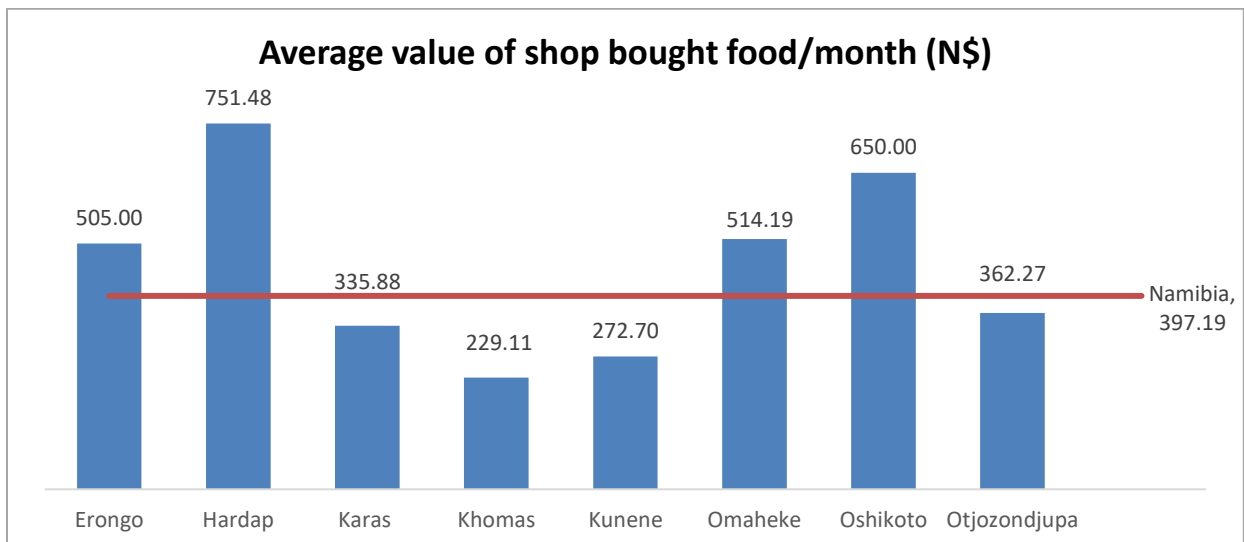
**GRAPH 16**



### 9.2.2 Dry rations (Bought from shops and given to employees free of charge):

16.13% of permanent employees represented in this survey receive free rations which employers buy from shops (2022 – 14.72%) with an average monthly value of N\$397.19. These rations include, amongst others, maize meal, sugar, coffee, tea, fish etc. Graph 17 shows the average value (not weighted) of above-mentioned rations for permanent employees in the regions:

**GRAPH 17**



### 9.2.3 Wet rations (Farm produced foods):

Wet rations in this survey refer generally to meat and milk.

A conservative value of N\$34.45/kg (based on the 2023 average producer prices of mutton, beef and game) was used to determine the value of meat that employees receive as part of their remuneration packages. The provision of beef is still in the minority whereas mutton is more popular, especially to the south of the country. Most employees however receive venison.

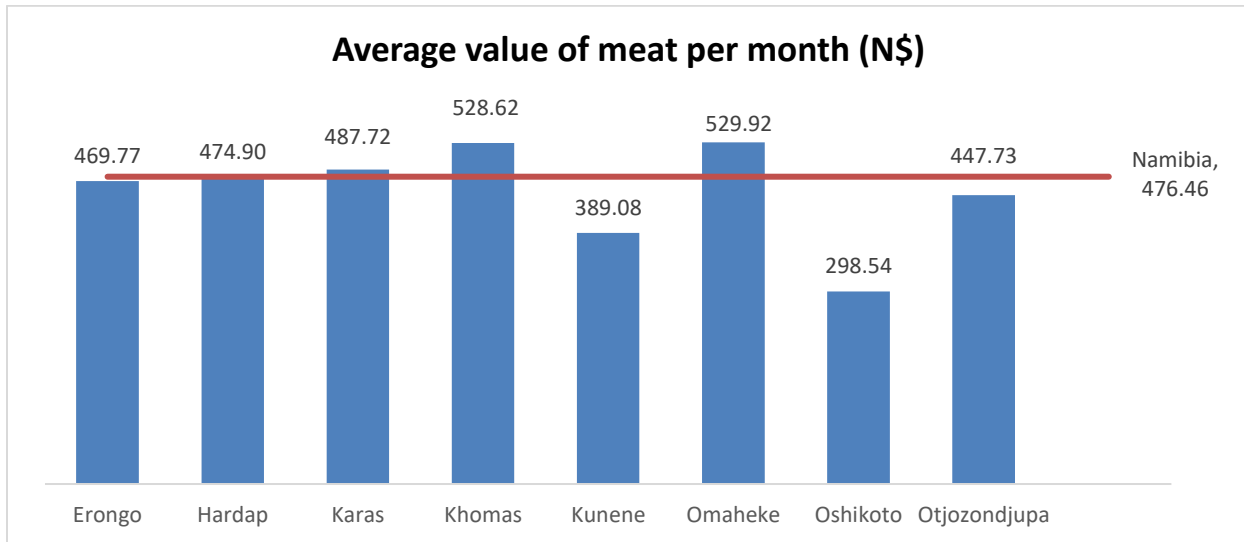
The price used to determine the value of milk that employees receive is N\$7.45/lit. (source: NamDairies).

79.32% of permanent employees in this survey receive meat with an average value of N\$476.46 per month and 42.95% permanent employees receive milk with an average value of N\$209.78 per month as part of their remuneration packages.

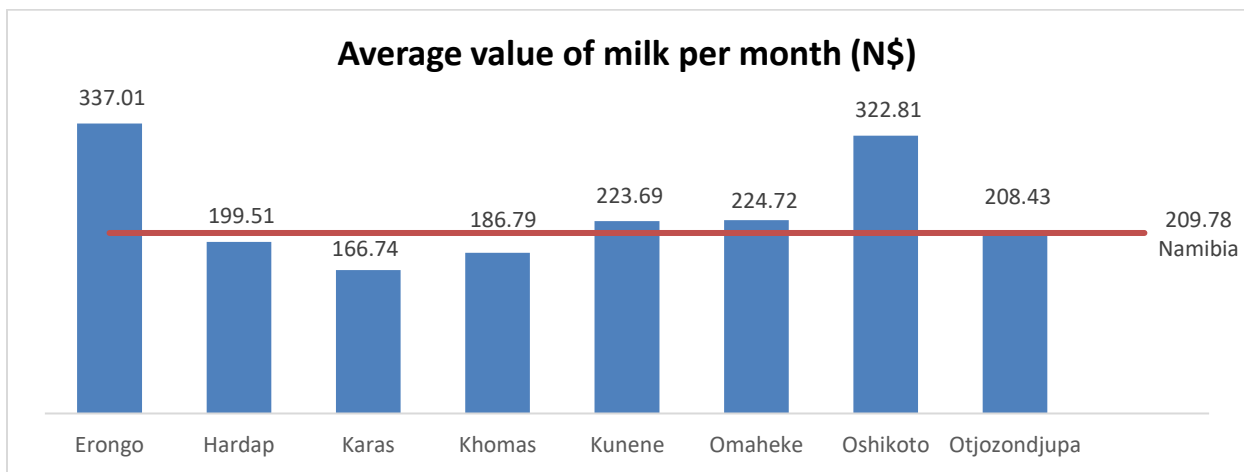
22.16% permanent employees receive other farm-produced foods to the value of N\$444.75 per month. These foods presumably include maize meal, vegetables, and fruits.

Graphs 18, 19 and 20 respectively indicate the average values of meat and milk that farm workers receive in this survey as well as other farm produced foods.

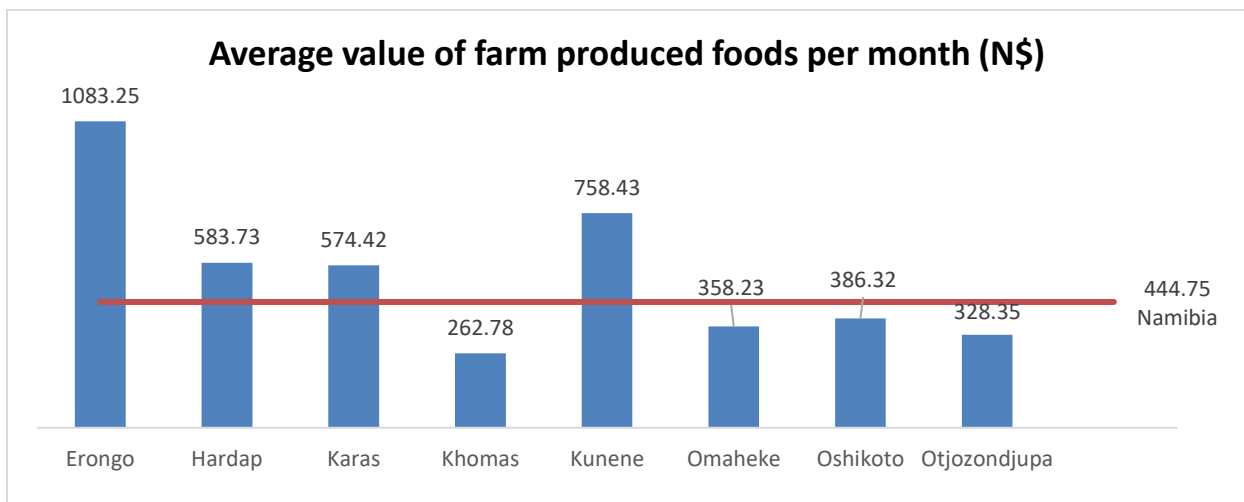
**GRAPH 18**



**GRAPH 19**



**GRAPH 20**



### 9.2.4 Keeping livestock:

The formula that was used to calculate the cost of employees' livestock is set out in table 11. A conservative value was used in the Wage Survey and includes only the cost of water and grazing. In many cases employers also cover the cost of management, lick and animal health costs for employee livestock.

**TABLE 11**

	<b>N\$/Large</b>	<b>Formula of large</b>	<b>N\$/Animal/Month</b>
Cattle	120	1.1	132.00
Small stock	120	0.15	18.00
Other	120	0.93	111.60

Table 12 differentiates between the percentage permanent employees who keep large stock, small stock and other animals such as donkeys, mules & horses.

**TABLE 12**

<b>% Permanent employees</b>		<b>Large stock</b>	<b>Small stock</b>	<b>Other</b>
<b>REGIONS</b>	Erongo	0.00	2.00	0.00
	Hardap	0.40	7.20	8.00
	Karas	0.21	3.32	1.87
	Khomas	6.94	4.63	15.28
	Kunene	1.55	1.04	3.11
	Omaheke	5.56	3.70	18.78
	Oshikoto	0.00	0.00	0.00
	Otjozondjupa	14.41	14.41	13.14
<b>National</b>		<b>4.03</b>	<b>4.88</b>	<b>7.44</b>

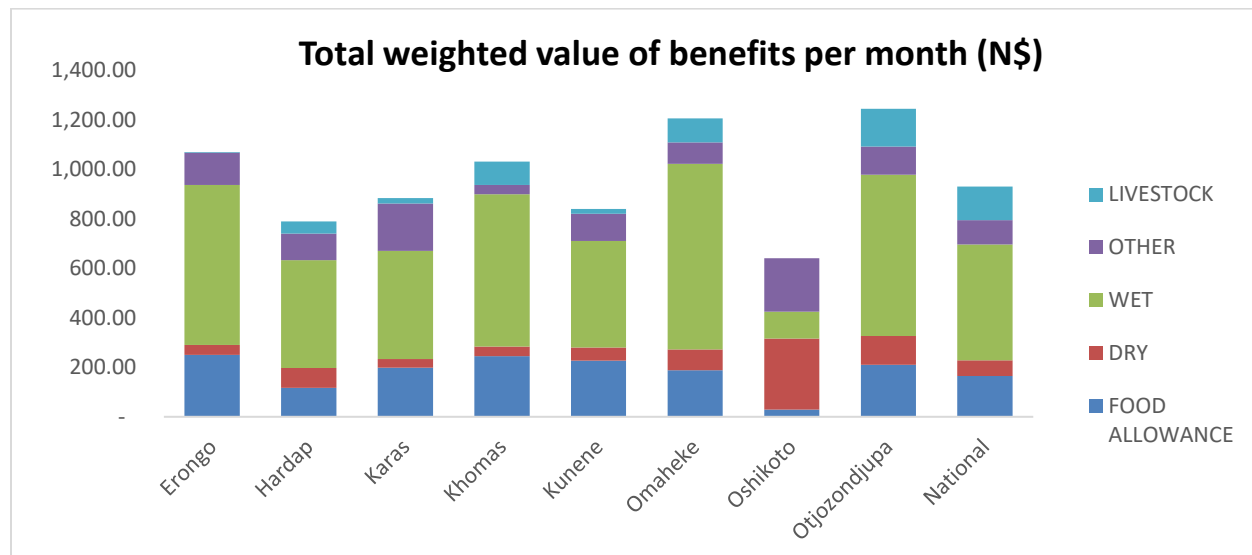
Table 13 shows the average value of keeping livestock per permanent employee who is allowed to keep livestock:

**TABLE 13**

<b>% Permanent employees</b>		<b>Large stock</b>	<b>Small stock</b>	<b>Other</b>
<b>REGIONS</b>	Erongo	0.00	180.00	0.00
	Hardap	396.00	255.00	357.12
	Karas	132.00	330.75	558.00
	Khomas	387.20	595.80	257.02
	Kunene	440.00	360.00	297.60
	Omaheke	710.29	298.29	253.06
	Oshikoto	0.00	0.00	0.00
	Otjozondjupa	514.41	234.26	340.20
<b>National</b>		<b>528.00</b>	<b>284.59</b>	<b>305.93</b>

Graph 21 shows the average weighted value of cash allowances, rations, and the livestock of employees in the different regions:

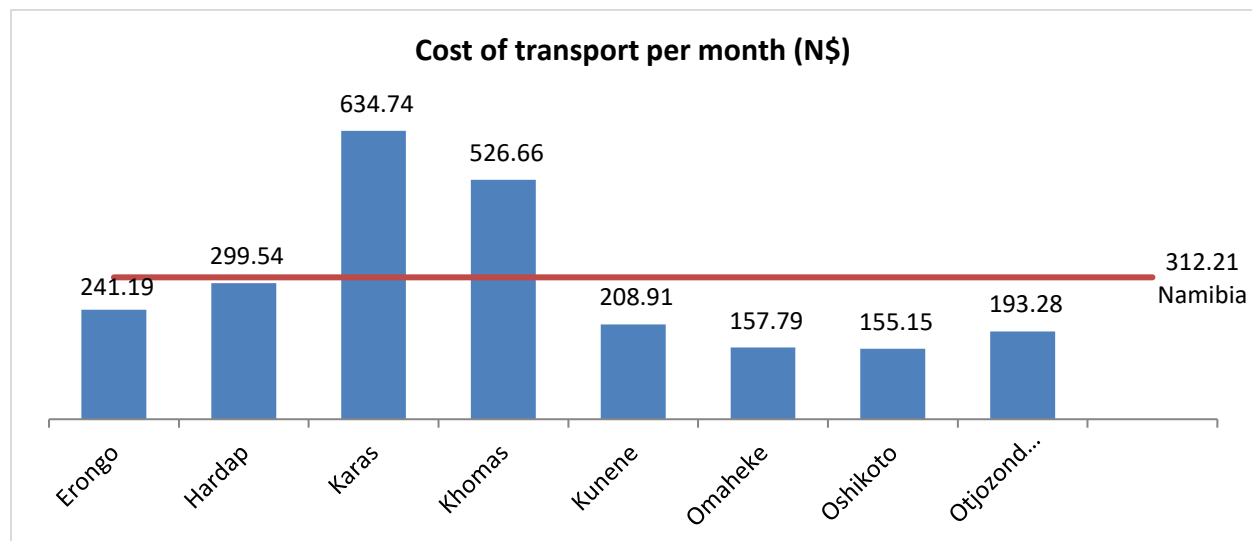
**GRAPH 21**



**9.3 Free transport:**

The total cost per employee to transfer school children to town for free, and the free transportation of the employees and their dependants to medical facilities in Namibia and the various regions are shown in the following graph. The cost of transportation is calculated at a tariff of N\$6.60 per kilometre. In 2022 this tariff was N\$6.00 and was adjusted to inflation.

**GRAPH 22**



89.77% of respondents in this survey (2022 – 74.64%) indicated that they provide free transport for school-going children of employees to and from schools and hostels. 95.41% of the employers in this survey indicated that they provide free transport for employees to clinics and hospitals (2022 – 95.73%).

## 9.4 Housing:

### 9.4.1 Housing types

Respondents of the 2024 Wage Survey indicated that there are 3 336 employee houses on the land where they conduct their farming activities. This brings the average number of houses to 6.66 per employer. The average size of these houses is 42.73m<sup>2</sup>. These figures do not include wash- and toilet facilities. 80.94% of the above-mentioned houses are built with bricks. The 2022 figure for brick houses was 80.00%.

### 9.4.2 Wash and toilet facilities

41.07% of employee houses have own wash and toilet facilities, whilst there are also shared ablution blocks available for the rest.

### 9.4.3 Cost of housing:

The average cost of housing is calculated as follows:

- The average valuation price of a typical farm worker's house with shower, toilet and covered veranda is approximately N\$3 830 per square meter. (This figure is based on information that was obtained from a local valuator);
- The average value of houses is determined by multiplying the valuation per square meter with the average total square meters of employee houses;
- The annual rental value is calculated at 8% of the total value of a house.

Table 14 reflects the value of housing per employee.

**TABLE 14**

	<b>Average m<sup>2</sup></b>	<b>Value per house</b>	<b>8% of value</b>	<b>Value per employee per month</b>
Erongo	41.24	157,931.18	12,634.49	1,052.87
Hardap	32.56	124,707.80	9,976.62	831.39
Karas	42.88	164,218.62	13,137.49	1,094.79
Khomas	49.06	187,909.38	15,032.75	1,252.73
Kunene	46.88	179,545.76	14,363.66	1,196.97
Omaheke	48.24	184,754.63	14,780.37	1,231.70
Oshikoto	41.00	157,030.00	12,562.40	1,046.87
Otjozondjupa	40.57	155,395.24	12,431.62	1,035.97
<b>National</b>	<b>42.73</b>	<b>163,648.47</b>	<b>13,091.88</b>	<b>1,090.99</b>



#### 9.4.4 Cost of electricity supply:

A total of 64.20% employee households in this survey are provided with electricity at their homes which is mainly supplied through Nampower, Erongo Red and Cenored. 33.89% of households have access to solar power. A total of 9.58% of the above-mentioned employers recover a part of the costs from the employees to the average value of N\$220.00 per month per employee.

A total of 99.17% employee households in this survey also use firewood on a daily base at no cost. The average value of this additional benefit of farm employees is estimated at N\$450 per month per employee.

#### 9.5 Total monthly remuneration packages:

All employees do not receive the same benefits as part of their total remuneration packages and therefore it is necessary to use a weighted average principle to ensure that the analysis is not skewed.

The total remuneration packages of employees who are represented in this survey are summarized in tables 15 and 16.

**TABLE 15 – Monthly monetary remuneration**

	<b>Cash wage</b>	<b>Cash allowance</b>	<b>Dry rations</b>	<b>Wet rations</b>	<b>Other farm produce</b>	<b>Total equivalent monetary remuneration</b>
Erongo	2681.51	245.10	39.61	634.97	127.44	3,728.62
Hardap	2083.72	115.63	80.52	432.02	106.55	2,818.45
Karas	2063.36	185.50	33.20	407.83	179.23	2,869.11
Khomas	2110.29	206.47	33.11	520.09	31.82	2,901.79
Kunene	2354.59	217.57	49.95	411.89	105.13	3,139.13
Omaheke	2125.98	140.82	63.13	561.88	64.55	2,956.36
Oshikoto	1888.49	29.41	286.76	109.65	215.89	2,530.20
Otjozondjupa	2148.51	141.40	78.74	438.52	76.29	2,883.44
<b>National</b>	<b>2152.52</b>	<b>161.35</b>	<b>62.72</b>	<b>458.20</b>	<b>96.49</b>	<b>2,931.28</b>

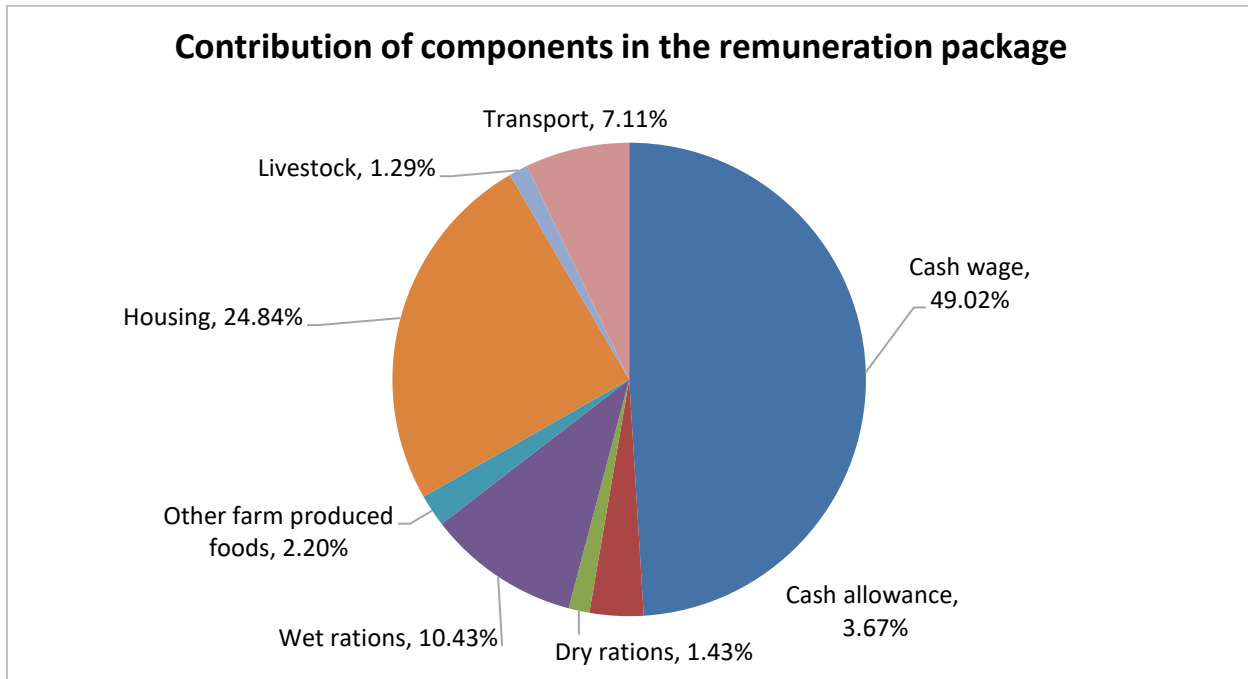
**TABLE 16 –Total monthly remuneration packages**

	<b>Total monetary remuneration</b>	<b>Value of free housing</b>	<b>Value of free grazing for livestock</b>	<b>Free transport</b>	<b>Total remuneration package</b>
Erongo	3,728.62	1,052.87	3.53	241.19	5,026.21
Hardap	2,818.45	831.39	48.13	299.54	3,997.50
Karas	2,869.11	1,094.79	20.24	634.74	4,618.89
Khomas	2,901.79	1,252.73	79.09	526.66	4,760.27
Kunene	3,139.13	1,196.97	18.94	208.91	4,563.95
Omaheke	2,956.36	1,231.70	73.39	157.79	4,419.23
Oshikoto	2,530.20	1,046.87	-	155.15	3,732.22
Otjozondjupa	2,883.44	1,035.97	77.09	193.28	4,189.78
<b><i>National</i></b>	<b>2,931.28</b>	<b>1,090.99</b>	<b>56.72</b>	<b>312.21</b>	<b>4,391.20</b>

It must be noted that the calculated total remuneration package per month **does not include** bonuses, personal protective equipment (PPE), medicine, school- and hostel fees, and social security contributions as well as water and energy (wood/ electricity) costs. These mentioned items are a cost to employers and form part of the employees' benefits.

Graph 23 shows the percentage to which the different components contribute within the *total remuneration package* of employees in this survey.

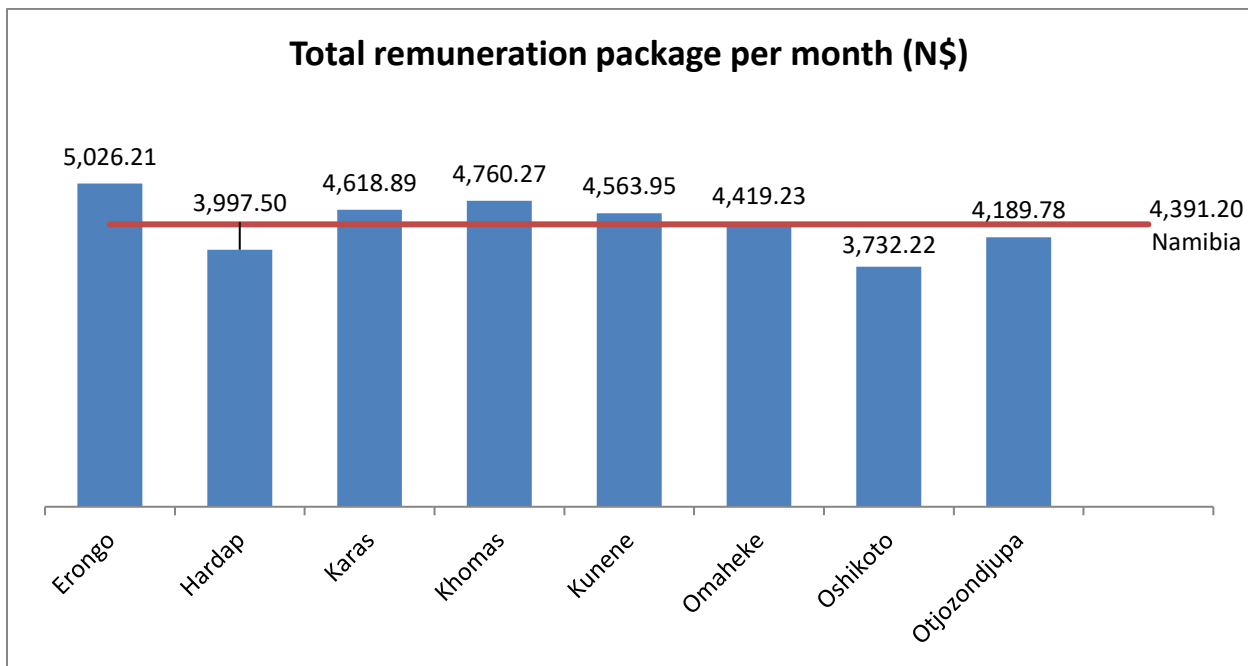
**GRAPH 23**



The total remuneration package of employees represented in this survey amounts to N\$4 391.20 per month (2022 – N\$3 933.94).

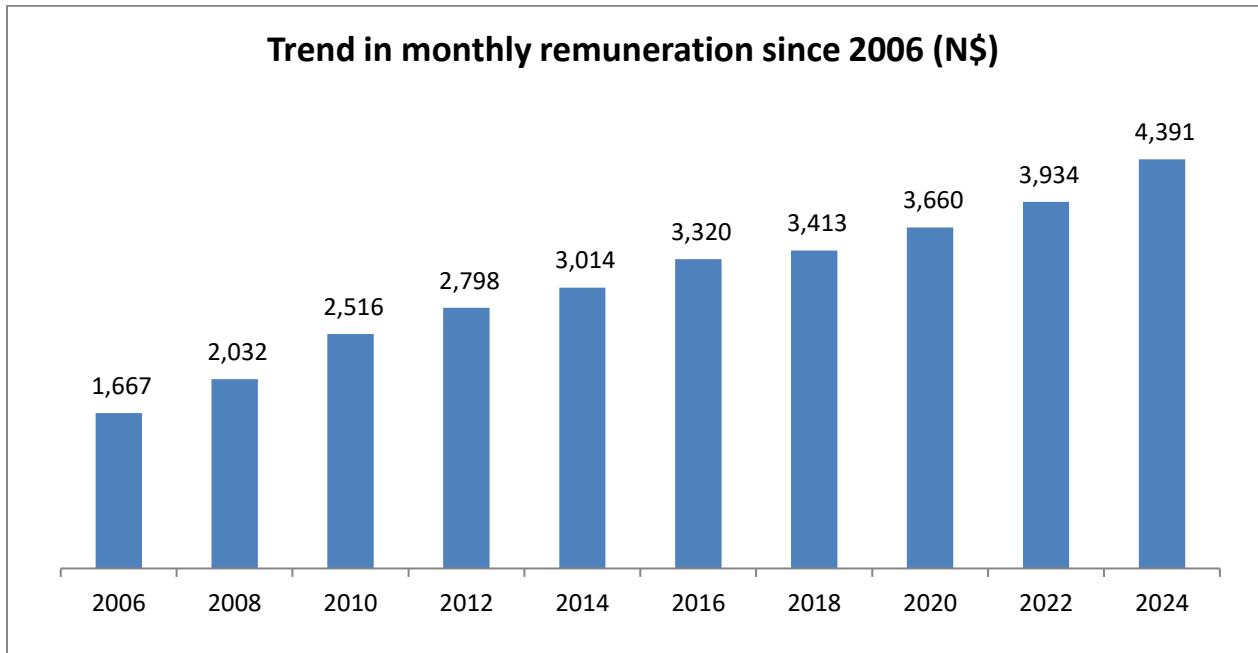
Graph 24 makes a comparison between the value of the total monthly remuneration package of employees in Namibia and the various regions.

**GRAPH 24**



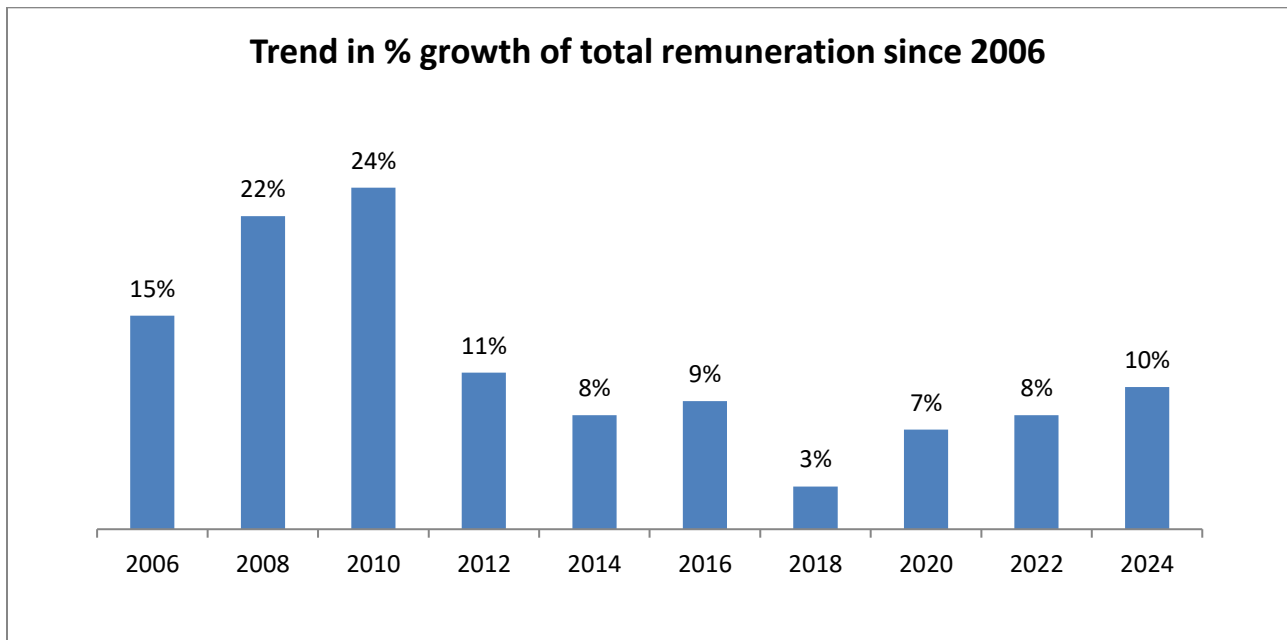
Graph 25 shows the values of the total monthly remuneration packages of employees since 2006:

**GRAPH 25**



Graph 26 illustrates the nominal growth in the value of total remuneration packages of permanent employees since 2006:

**GRAPH 26**



The change in the trend of the monetary, rations and other benefits remuneration components within the total remuneration package since 2002 is expressed in table 17 below as follows:

**TABLE 17**

<b>Year</b>	<b>Cash</b>	<b>Rations</b>	<b>Other Benefits</b>	<b>Total</b>
2002	37%	25%	38%	100%
2004	41%	22%	37%	100%
2006	39%	21%	40%	100%
2008	34%	19%	47%	100%
2010	35%	16%	49%	100%
2012	34%	18%	48%	100%
2014	41%	21%	38%	100%
2016	39%	16%	45%	100%
2018	44%	18%	38%	100%
2020	48%	17%	35%	100%
2022	48%	18%	34%	100%
2024	49%	18%	33%	100%

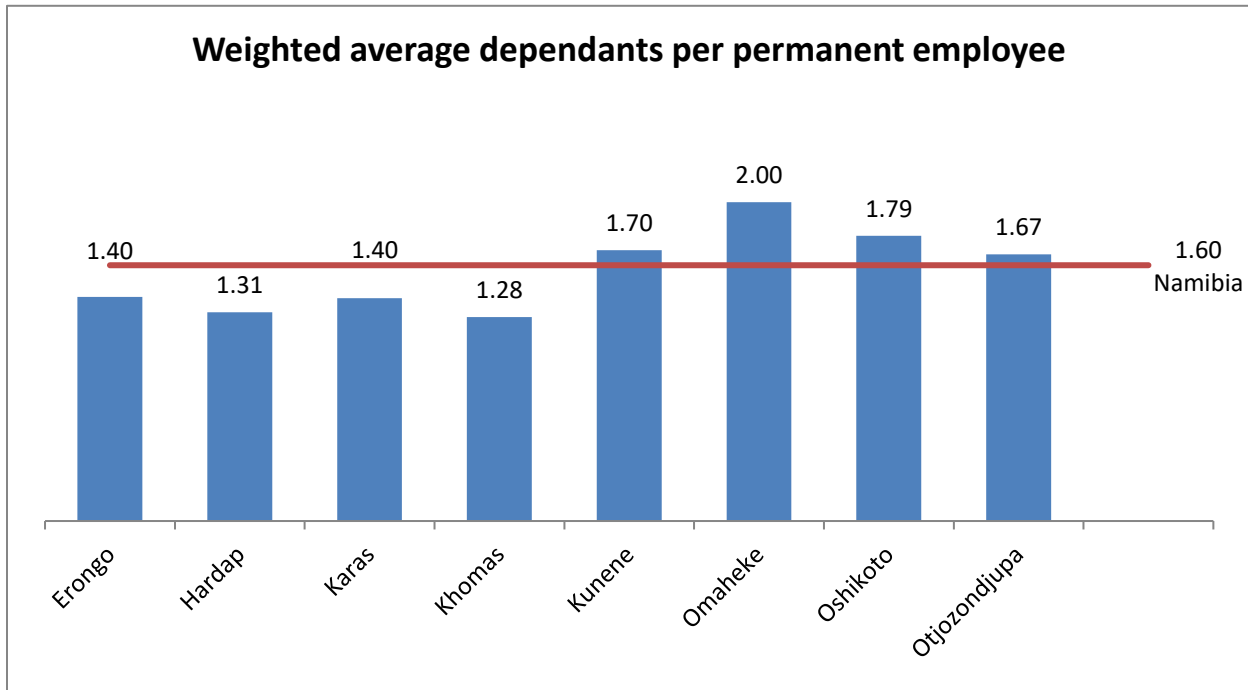
From the above table it can be seen that for 2024, the monetary component of employees' remuneration comprises 67%, whilst the non-monetary component of employees' remuneration, such as housing, transport and employee livestock, comprises 33% of an employee's total remuneration package.

#### **10. DEPENDANTS OF PERMANENT EMPLOYEES**

A total of 1 903 (57.39%) of all permanent employees in this survey have their dependents living on farms with them (2022 – 57.11%). Dependents are categorized as spouses, toddlers, children of school-going age and other dependents such as pensioners and disabled persons.

Graph 27 shows the weighted average dependents per permanent employee on farms where these workers are employed. The national figure is 1.60 dependents per permanent employee. In 2022 this figure was 1.66.

**GRAPH 27**



## **11. BONUSES**

92.02% of employers provide bonuses to their employees. Employers indicated that the following principles were used to determine cash bonuses:

- 53.58% - 13<sup>th</sup> cheques
- 45.12% - Merit-based
- 23.42% - Based on financial success of the business

## **12. SALARY INCREASE**

87.03% of employers in this survey indicated that their employees receive annual salary increases with an average increase of 10.48%.

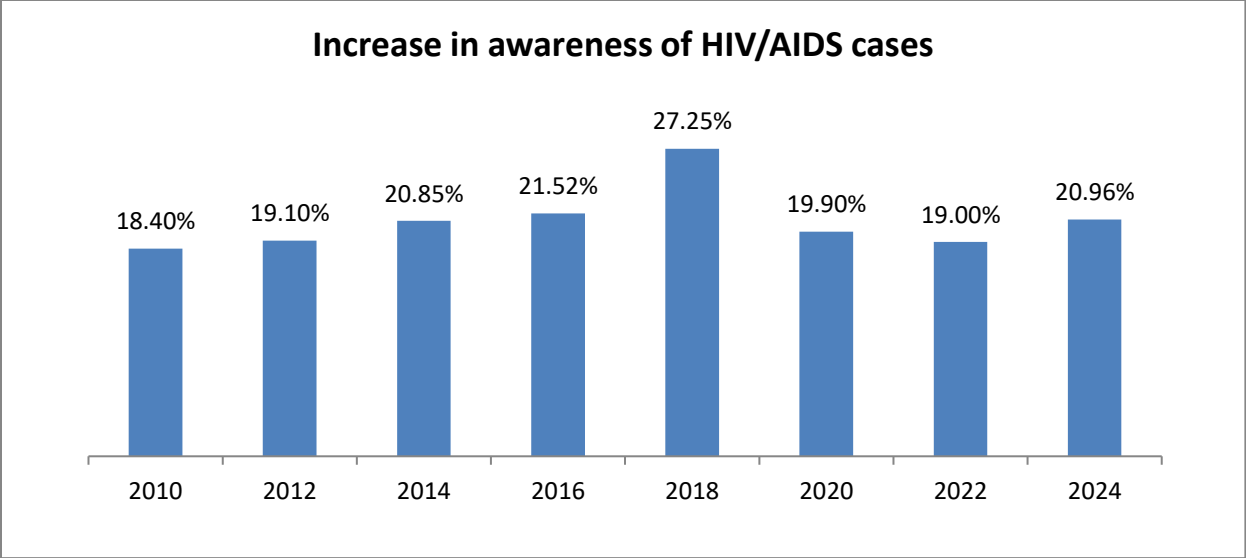
## **13. EMPLOYEE HEALTH AND SAFETY**

### **• HIV/AIDS**

20.96% employers in this survey indicated that they are aware of HIV/AIDS cases amongst their workforce and their dependents. Of these, 95.24% employers specified that the relevant persons received counselling and treatment.

Graph 28 illustrates the awareness trends since 2010:

**GRAPH 28**



- **Tuberculosis**

11.98% employers are aware of TB cases amongst their workforce and their dependents. 93.33% of these employers indicated that the relevant employees or dependents are receiving treatment.

- **Health screening**

31.94% of employers indicated that their employees received health screening over the reporting period.

- **Injuries on duty**

13.71% of employers reported a total of 140 injuries on duty. Of these cases, 55 were treated exclusively on the farm and 51 were treated at a medical facility. 34 cases were treated both on the farm and at a medical facility. 27 Employees' Compensation claims were filed with the SSC.

**14. UNIONS**

Employers indicated that only 54 of the 3 316 permanent employees in this survey are members of a registered workers' union which brings the union representation of farm workers to 2%. In 2022 this figure was 4.78%.

**15. ALCOHOL AND SUBSTANCE ABUSE**

35.73% employers reported cases of alcohol and substance abuse that occurred amongst their employees within the reporting period.

**16. PENSIONERS**

According to this survey, 91 pensioners/disabled persons live on farms in separate households and are supported by the owners through various ways. The financial support that owners/ex-employers give these pensioners range from cash allowances to wet & dry rations and the keeping of livestock. They also receive support in terms of housing and transport as well as water and electricity/wood supply.

## **17. FARM WORKERS' PROJECT**

Following a resolution of the 2018 Land Conference to improve the living conditions of farm workers, the AEA has embarked on a Farm Workers' Project since 2019, which includes generational farm workers and retirement planning. A generational farm worker is defined as a worker who was born on the farm, grew up on the farm and who has been working on the farm continuously for at least 30 years as per the definition of the Ministry of Agriculture, Water and Land Reform.

In the 2024 survey, 61 employers reported having a total of 78 generational farm workers currently employed which brings the number of generational farm workers on commercial farms to 2%. Among these workers, 65 have alternative housing away from the farm which means that 83% of generational farm workers already have a place called home away from the farm where they can live after retirement.

Additionally, 118 employers indicated that 528 of their employees have a pension or savings plan for retirement which is equal to 14% of employees. Farm workers will therefore benefit from the National Pension Fund, once implemented.

END OF REPORT

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