

Dear Client,

The Mozambican Government approved recently the new minimum wages, per sector. The wage increases are all backdated to 1<sup>st</sup> April 2017.

The increase rates and the correspondent minimum wages, per sector, are presented below:

Sector	% Increase	Monthly Minimum Wage	Equivalent Wage US\$	Equivalent Wage ZAR
		MZM	Ex. Rate:67.95	Ex. Rate: 5.27
Water, Electricity & Gas	20.70%	7,286.17	107.22	1,382.57
Water, Electricity & Gas (SME)	10.70%	6,002.77	88.34	1,139.04
Industry (Manufacturing)	14.71%	5,965.00	87.78	1,131.87
Bakery	8.78%	4,335.00	63.79	822.58
Financial Services	18.86%	10,400.00	153.05	1,973.43
Non-Financial Services	9.40%	5,525.00	81.30	1,048.38
Micro Finance	10.00%	9,240.00	135.98	1,753.32
Agriculture & Forest and Sugar Industry	10.40%	3,642.00	53.59	619.08
Construction	11.25%	5,436.74	80.01	1,031.63
Fisheries	20.97%	4,615.00	67.91	875.71
Fisheries (Kapenta)	12.00%	3,780.00	55.62	717.26
Mining (large companies)	12.70%	6,963.67	102.48	1,321.37
Mining (SME, Quarries and Megrim)	6.00%	5,200.06	76.52	986.72
Salt Companies	5.76%	4,734.00	69.66	898.29
Public Administration	21.00%	3,996.00	58.8	758.25

**Note:** The exchange rate source is Banco de Moçambique of 01<sup>st</sup> of April 2017.

Estimado Cliente,

O Governo Moçambicano aprovou recentemente aumentos no salário mínimo, por sector. Os aumentos têm efeitos retroactivos a partir do mês de Abril 2017, inclusive.

As taxas de aumento no salário mínimo, por sector, são apresentadas na tabela abaixo:

Sector	% Aumento	Salário Mínimo Mensal	Salário Equivalente US\$	Salário Equivalente ZAR
		MZM	Ex. Rate: 67.95	Ex. Rate: 5.27
Eletricidade, Gás e Água (grandes companhias)	20.70%	7,286.17	107.22	1,382.57
Eletricidade, Gás e Água (Pequenas empresas)	10.70%	6,002.77	88.34	1,139.04
Indústria Transformadora	14.71%	5,965.00	87.78	1,131.87
Panificação	8.78%	4,335.00	63.79	822.58
Serviços Financeiros, bancos e seguradoras	18.86%	10,400.00	153.05	1,973.43
Serviços Não-Financeiros	9.40%	5,525.00	81.30	1,048.38
Micro finanças	10.00%	9,240.00	135.98	1,753.32
Agricultura, Pecuária Caça e Silvicultura	10.40%	3,642.00	53.59	619.08
Construção Civil	11.25%	5,436.74	80.01	1,031.63
Pesca Industrial e Semi-Industrial	20.97%	4,615.00	67.91	875.71
Pesca de Kapenta	12.00%	3,780.00	55.62	717.26
Indústria de extração mineira (grandes companhias)	12.70%	6,963.67	102.48	1,321.37
Minas (Pequenas empresas, Pedras e areeiros)	6.00%	5,200.06	76.52	986.72
Salinas	5.76%	4,734.00	69.66	898.29
Função Publica	21.00%	3,996.00	58.8	758.25

**Nota:** Valor do Câmbio é aplicado de acordo com a tabela cambial do banco de Moçambique no dia 01 de Abril de 2017.