

Collective Bargaining Agreement: Textile Manufacturing Industry

IT is hereby notified that the Collective Bargaining Agreement set out in the Schedule has been registered in terms of section 80 of the Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR TEXTILE  
MANUFACTURING INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: TEXTILE  
MANUFACTURING INDUSTRY

This further agreement made and entered into in accordance with the provisions of the Labour Act [*Chapter 28:01*] as amended, between the Zimbabwe Textile Manufacturers Association (hereafter referred to as “the employer” or the employers organisation”), of the one part, and the Zimbabwe Textile Workers Union (hereafter referred to as “the employee” or “the trade union”), of the other part, being parties to the National Employment Council for the Textile Manufacturing Industry, shall be read as one with the agreement published in Statutory Instrument 147 of 2018 (hereafter referred to as “the principal agreement”) as amended by Statutory Instrument 111 of 2019, Statutory Instrument 233 of 2019 and Statutory Instrument 39 of 2021.

1. Clause 9 of the principal agreement is amended by the deletion of the whole of subclause (3) and the substitution of—

“(3)The basic minimum wage/salary was reviewed to \$5214,33, with a cost of living allowance of 12% across the board effective from the 1st of September, 2020, making the gross basic minimum total of \$5 838,33, per month.

The basic minimum wage/salary was further adjusted by 53.42345% across the board effective from the 12th of October, 2020, bringing the basic minimum wage/salary per month to \$8 000,00.

A further increase of 62.5% across the board was awarded from the 25th of February, 2021, bringing the basic minimum to \$13 000,00, per month inclusive of housing and transport and the

## Collective Bargaining Agreement: Textile Manufacturing Industry

agreement shall be reviewed at the end of the first quarter based on changed circumstances.

The basic minimum wage/salary agreement is applicable as follows:

	<i>Basic minimum per month as at 1st July, 2020</i> \$	<i>Basic Minimum per month as at 1st Sept, 2020</i> \$	<i>Cost of living per month as at 1st Sept, 2020</i> \$	<i>Gross total per month as at 1st Sept, 2020</i> \$	<i>Current minimum per week as at 12th Oct, 2020</i> \$	<i>Current minimum per month as at 12th Oct, 2020</i> \$	<i>New basic minimum per week as at 25th Feb 2021</i> \$	<i>New basic minimum per month as at 25th Feb, 2021</i> \$
<b>Level 1</b>	<b>4 589,53</b>	<b>5 214,33</b>	<b>624,00</b>	<b>5 838,33</b>	<b>1 846,15</b>	<b>8 000,00</b>	<b>3 000,00</b>	<b>13 000,00</b>

### *Classification of occupation*

Beverage Maker  
 Bobbin Stripper  
 Canteen Server  
 Folder  
 Fusing Machine Operator  
 General Worker  
 Material Handler I  
 Packer I  
 Pairer I  
 Presser I  
 Thread Trimming Machine Operator  
 Trimmer

	<i>Basic minimum per month as at 1st July, 2020</i> \$	<i>Basic minimum per month as at 1st Sept, 2020</i> \$	<i>Cost of living per month as at 1st Sept, 2020</i> \$	<i>Gross total per month as at 1st Sept, 2020</i> \$	<i>Current minimum per week as at 12th Oct, 2020</i> \$	<i>Current minimum per month as at 12th Oct, 2020</i> \$	<i>New basic minimum per week as at 25th Feb 2021</i> \$	<i>New basic minimum per month as at 25th Feb, 2021</i> \$
<b>Level 2</b>	<b>4 919,98</b>	<b>5 544,78</b>	<b>665,37</b>	<b>6 210,15</b>	<b>1 963,15</b>	<b>8 506,99</b>	<b>3 190,12</b>	<b>13 823,86</b>

### *Classification of Occupation*

Automatic Zip Cutting Machine Operator  
 Baling Press Operator  
 Bottom Stop Machine Operator

S.I. 134 of 2021

Box and Key Machine Operator  
 Button Maker  
 Creeler  
 Cutting Machine Operator (Waste)  
 Garnet Machine Operator's Assistant  
 Hand Net Maker/Repairer  
 Hand Sewer I  
 Hopper Feeder II  
 Ironing/Waxing Machine Operator  
 Linking Machine Operator I  
 Maintenance Worker I  
 Material Handler II  
 Mender I  
 Pairer II  
 Presser II  
 Reacher-in  
 Slider Attacher  
 Sorter/Separator  
 Tracer I  
 Wax Disc Maker  
 Zip Joiner

	<i>Basic minimum per month as at 1st July, 2020</i>	<i>Basic Minimum per month as at 1st Sept, 2020</i>	<i>Cost of living per month as at 1st Sept, 2020</i>	<i>Gross total per month as at 1st Sept, 2020</i>	<i>Current minimum per week as at 12th Oct, 2020</i>	<i>Current minimum per month as at 12th Oct, 2020</i>	<i>New basic minimum per week as at 25th Feb, 2021</i>	<i>New basic minimum per month as at 25th Feb, 2021</i>
	\$	\$	\$	\$	\$	\$	\$	\$
<b>Level 3</b>	<b>4 995,77</b>	<b>5 620,57</b>	<b>674,47</b>	<b>6 295,04</b>	<b>2 080,15</b>	<b>9 013,98</b>	<b>3 380,24</b>	<b>14 647,72</b>

*Classification of Occupation*

Button Maker  
 Centrifugal Drying Machine Operator  
 Cutter I  
 Doffer  
 Doubler  
 Drawer-in I  
 Gapping Machine Operator  
 Hand Fringer  
 Mender II  
 Open end Zip Welder

## Collective Bargaining Agreement: Textile Manufacturing Industry

Painter I  
 Plumbing Operative I  
 Rolling and Polishing Machine Operator  
 Rubber Covering Machine Operator  
 Stamper Operator  
 Tester I  
 Top Stop Machine Operator  
 Warping Sidesman  
 Zip Chain Operator  
 Zip Coiling Machine Operator

	<i>Basic minimum per month as at 1st July, 2020</i>	<i>Basic minimum per month as at 1st Sept, 2020</i>	<i>Cost of living per month as at 1st Sept, 2020</i>	<i>Gross total per month as at 1st Sept, 2020</i>	<i>Current minimum per week as at 12th Oct, 2020</i>	<i>Current minimum per month as at 12th Oct, 2020</i>	<i>New basic minimum per week as at 25th Feb, 2021</i>	<i>New basic minimum per month as at 25th Feb, 2021</i>
<b>Level 4</b>	<b>5 122,17</b>	<b>5 746,97</b>	<b>689,64</b>	<b>6 436,60</b>	<b>2 197,15</b>	<b>9 520,97</b>	<b>3 570,36</b>	<b>1 5471,58</b>

### *Classification of Occupation*

Auto Sewer Machine Operator's Assistant  
 Balling Machine Operator  
 Bar Filler  
 Batching Machine Operator  
 Blending Line Operator  
 Braiding and Rope Machine Operator  
 Building Operative I  
 Calendar/Can Dryer Operator  
 Carding Machine Operator (including non-woven cards)  
 Carpet Re-Roller Operator  
 Coating Line Operator  
 Cook  
 Colour Kitchen Hand  
 Compressive/Shrinking Machine Operator  
 Condenser Card Operator  
 Drawer-in II  
 Dyeing Operator's Assistant I  
 Examiner I  
 Extrusion and Tape Line Operator's Assistant  
 Fabric Layer  
 Flat Screen Hand Printer I

Flock Machine Operator  
Hand Sewer II  
Hot Flue Machine operator  
Hanking Machine Operator  
Knitting (Hand Operated Machine)  
Knitting Machine Operator I  
Latex Stenter Section Operator  
Linking Machine Operator II  
Messenger  
Pad Mangle Operator  
Printing Assistant  
Polymerising Machine Operator  
Recycling Machine Operator  
Rug Hand Looper  
Scutcher Machine Operator  
Sewing Machinist I  
Sizing Assistant  
Slitting Machine Operator  
Spinning Machine Operator  
Stenter Machine-end Operator  
Tearing Machine Operator  
Tracer II  
Unifil Operator  
Valve Sackline Operator's Assistant  
Volkman Machine Operator  
Washing Range Operator  
Weighman  
Winding Machine Operator  
Spinning Machine Operator  
Stenter Machine-end Operator  
Tearing Machine Operator  
Tracer II  
Unifil Operator  
Valve Sackline Operator's Assistant  
Volkman Machine Operator  
Washing Range Operator  
Weighman  
Winding Machine Operator

## Collective Bargaining Agreement: Textile Manufacturing Industry

	<i>Basic minimum per month as at 1st July, 2020</i> \$	<i>Basic minimum per month as at 1st Sept, 2020</i> \$	<i>Cost of living per month as at 1st Sept, 2020</i> \$	<i>Gross total per month as at 1st Sept, 2020</i> \$	<i>Current minimum per week as at 12th Oct, 2020</i> \$	<i>Current minimum per month as at 12th Oct, 2020</i> \$	<i>New basic minimum per week as at 25th Feb, 2021</i> \$	<i>New basic minimum per month as at 25th Feb, 2021</i> \$
<b>Level 4</b>	<b>5 122,17</b>	<b>5 746,97</b>	<b>689,64</b>	<b>6 436,60</b>	<b>2 197,15</b>	<b>9 520,97</b>	<b>3 570,36</b>	<b>1 5471,58</b>

	<i>Basic minimum per month as at 1st July, 2020</i> \$	<i>Basic minimum per month as at 1st Sept, 2020</i> \$	<i>Cost of living per month as at 1st Sept, 2020</i> \$	<i>Gross total per month as at 1st Sept, 2020</i> \$	<i>Current minimum per week as at 12th Oct, 2020</i> \$	<i>Current minimum per month as at 12th Oct, 2020</i> \$	<i>New basic minimum per week as at 25th Feb, 2021</i> \$	<i>New basic minimum per month as at 25th Feb, 2021</i> \$
<b>Level 5</b>	<b>5 198,08</b>	<b>5 822,88</b>	<b>9 698,75</b>	<b>6 521,62</b>	<b>2 315,91</b>	<b>10 035,60</b>	<b>3 763,35</b>	<b>16 307,85</b>

### *Classification of Occupation*

Auto Sewer Machine Operator  
 Beam Gaiter  
 Canteen Attendant  
 Caustic Soda Plant Attendant  
 Clerk "A"  
 Cutter II  
 Dying Operators Assistant II  
 Dye/Chemical Recipe Weigher I  
 Embroidery Machinist  
 Flat Screen Maker  
 Flat Screen Hand Printer II  
 Fire Fighter  
 Knitting Machine Operator II  
 Latex Coating Section Operator  
 Maintenance Worker II  
 Mercerising Machine Operator  
 Needlefelt Machine Operator  
 Packer II  
 Pattern Marker  
 Quilting Machine Operator  
 Raising Machine Operator  
 Recovery Yarn Recorder  
 Sample Room Attendant

S.I. 134 of 2021

Security Guard  
 Senior Messenger  
 Sewing Machinist II  
 Singeing Machine Operator  
 Storeman  
 Transfer Printing Machine Operator  
 Tufting Machine Operator  
 Warping Machine Operator  
 Warp Knotting Machine Operator  
 Weaver I  
 Welding Operator I  
 Woodworker I

	<i>Basic minimum per month as at 1st July, 2020</i>	<i>Basic minimum per month as at 1st Sept, 2020</i>	<i>Cost of living per month as at 1st Sept, 2020</i>	<i>Gross total per month as at 1st Sept, 2020</i>	<i>Current minimum per week as at 12th Oct, 2020</i>	<i>Current minimum per month as at 12th Oct, 2020</i>	<i>New basic minimum per week as at 25th Feb, 2021</i>	<i>New basic minimum per month as at 25th Feb, 2021</i>
	\$	\$	\$	\$	\$	\$	\$	\$
<b>Level 6</b>	<b>5 299,06</b>	<b>5 923,53</b>	<b>710,82</b>	<b>6 634,35</b>	<b>2 434,68</b>	<b>10 550,29</b>	<b>3 956,36</b>	<b>17 144,22</b>

*Classification of Occupation*

Boiler Attendant  
 Building Operative II  
 Carousel Hand Printer  
 Data Entry Clerk  
 Examiner II  
 Exhaust Dyeing Machine Operator I (auto)  
 Extrusion and Tape Line Machine Operator  
 Knitting Machine Operator III  
 Leading Hand I  
 Painter II  
 Pattern Size Adjuster  
 Plumbing Operative II  
 Sewing Machinist III  
 Screen Preparer's Assistant  
 Sizing Machine Operator  
 Valve Machine Operator  
 Water Treatment Attendant  
 Weaver II

## Collective Bargaining Agreement: Textile Manufacturing Industry

	<i>Basic minimum per month as at 1st July, 2020</i> \$	<i>Basic minimum per month as at 1st Sept, 2020</i> \$	<i>Cost of living per month as at 1st Sept, 2020</i> \$	<i>Gross total per month as at 1st Sept, 2020</i> \$	<i>Current minimum per week as at 12th Oct, 2020</i> \$	<i>Current minimum per month as at 12th Oct, 2020</i> \$	<i>New basic minimum per week as at 25th Feb 2021</i> \$	<i>New basic minimum per month as at 25th Feb, 2021</i> \$
<b>Level 7</b>	<b>5 375,20</b>	<b>6 000,00</b>	<b>720,00</b>	<b>6 720,00</b>	<b>2 553,45</b>	<b>11 064,95</b>	<b>4 149,36</b>	<b>17 980,54</b>

### *Classification of Occupation*

Boiler Maintenance Attendant  
 Carpet Fitter  
 Circular Weaving Machine Operator  
 Copy Artist  
 Dyehouse Recipe Clerk  
 Knitter IV  
 Motor Driver I  
 Potato Printer  
 Printing Machine Operator  
 Security Corporal  
 Stenter Operator (front)  
 Telex Operator  
 Tester II  
 Tracer III  
 Typist  
 Warp Knitting Machine Operator  
 Weaver III

	<i>Basic minimum per month as at 1st July, 2020</i> \$	<i>Basic minimum per month as at 1st Sept, 2020</i> \$	<i>Cost of living per month as at 1st Sept, 2020</i> \$	<i>Gross total per month as at 1st Sept, 2020</i> \$	<i>Current minimum per week as at 12th Oct, 2020</i> \$	<i>Current minimum per month as at 12th Oct, 2020</i> \$	<i>New basic minimum per week as at 25th Feb 2021</i> \$	<i>New basic minimum per month as at 25th Feb, 2021</i> \$
<b>Level 8</b>	<b>5 613,01</b>	<b>6 237,81</b>	<b>748,54</b>	<b>6 986,34</b>	<b>2 672,22</b>	<b>11 579,60</b>	<b>4 342,35</b>	<b>17 980,54</b>

### *Classification of Occupation*

Clerk B  
 Costing Clerk



S.I. 134 of 2021

Electrical Worker I  
 Exhaust Dying Machine Operator 11 (non auto)  
 Film Copier  
 Leading Hand II  
 Maintenance Worker III  
 Motor Driver II  
 P.C.B. Repairer  
 Production Clerk  
 Receptionist  
 Receiving Clerk  
 Screen Preparer (photo)  
 Step and Repeat Machine Operator  
 Storekeeper  
 Textile Mechanic's Assistant  
 Tufting Gun Operator  
 Vehicle Mechanic I

	<i>Basic minimum per month as at 1st July, 2020</i>	<i>Basic minimum per month as at 1st Sept, 2020</i>	<i>Cost of living per month as at 1st Sept, 2020</i>	<i>Gross total per month as at 1st Sept, 2020</i>	<i>Current minimum per week as at 12th Oct, 2020</i>	<i>Current minimum per month as at 12th Oct, 2020</i>	<i>New basic minimum per week as at 25th Feb, 2021</i>	<i>New basic minimum per month as at 25th Feb, 2021</i>
<b>Level 9</b>	<b>6 100,81</b>	<b>6 725,61</b>	<b>807,07</b>	<b>7 532,68</b>	<b>6 100,81</b>	<b>12 163,30</b>	<b>4 561,24</b>	<b>19 765,36</b>

*Classification of Occupation*

Clerk C (or clerk B after 5 years service)  
 Dye/Chemical Recipe Weigher II  
 Dye recipe Preparer  
 Examiner III  
 Jacquard Card Puncher  
 Jacquard Design Copyist  
 Laboratory Assistant  
 Plumbing Operative III  
 Quality Assurance Controller  
 Textile Mechanic I  
 Roller Grinder  
 Security Sergeant  
 Stores Supervisor (sales)  
 Stores Supervisor (internal goods control)

## Collective Bargaining Agreement: Textile Manufacturing Industry

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Welding Operator II  
 Workshop Machine Operator I  
 Work Study Clerk

	<i>Basic minimum per month as at 1st July, 2020</i> \$	<i>Basic minimum per month as at 1st Sept, 2020</i> \$	<i>Cost of living per month as at 1st Sept, 2020</i> \$	<i>Gross total per month as at 1st Sept, 2020</i> \$	<i>Current minimum per week as at 12th Oct, 2020</i> \$	<i>Current minimum per month as at 12th Oct, 2020</i> \$	<i>New basic minimum per week as at 25th Feb 2021</i> \$	<i>New basic minimum per month as at 25th Feb, 2021</i> \$
<b>Level 10</b>	<b>6 612,39</b>	<b>7 237,19</b>	<b>868,46</b>	<b>8 105,65</b>	<b>2 841,62</b>	<b>12 747,00</b>	<b>4 780,13</b>	<b>20 713,88</b>

### *Classification of Occupation*

Computer Operator  
 Data Entry Supervisor  
 Electrical Worker II  
 Instructor  
 Progress Chaser  
 Pattern Demonstrator  
 Slasher  
 Water Treatment Analyst  
 Woodworker II

	<i>Basic minimum per month as at 1st July, 2020</i> \$	<i>Basic minimum per month as at 1st Sept, 2020</i> \$	<i>Cost of living per month as at 1st Sept, 2020</i> \$	<i>Gross total per month as at 1st Sept, 2020</i> \$	<i>Current minimum per week as at 12th Oct, 2020</i> \$	<i>Current minimum per month as at 12th Oct, 2020</i> \$	<i>New basic minimum per week as at 25th Feb 2021</i> \$	<i>New basic minimum per month as at 25th Feb, 2021</i> \$
<b>Level 11</b>	<b>7 293,92</b>	<b>7 918,72</b>	<b>950,25</b>	<b>8 868,96</b>	<b>3 076,32</b>	<b>13 330,70</b>	<b>4 999,01</b>	<b>21 662,39</b>

### *Classification of Occupation*

Garnet Pattern Maker  
 Software Operator  
 Stores Supervisor (general consumables)  
 Supervisor I  
 Textile Mechanic II

S.I. 134 of 2021

	<i>Basic minimum per month as at 1st July, 2020</i> \$	<i>Basic minimum per month as at 1st Sept, 2020</i> \$	<i>Cost of living per month as at 1st Sept, 2020</i> \$	<i>Gross total per month as at 1st Sept, 2020</i> \$	<i>Current minimum per week as at 12th Oct, 2020</i> \$	<i>Current minimum per month as at 12th Oct, 2020</i> \$	<i>New basic minimum per week as at 25th Feb 2021</i> \$	<i>New basic minimum per month as at 25th Feb, 2021</i> \$
<b>Level 12</b>	<b>7 537,19</b>	<b>8 161,99</b>	<b>979,44</b>	<b>9 141,43</b>	<b>3 211,02</b>	<b>13 914,40</b>	<b>5 217,90</b>	<b>22 610,90</b>

*Classification of Occupation*

Building Operative III  
 Buyer  
 Senior Computer Operator  
 Supervisor II  
 Textile Mechanic III  
 Vehicle Mechanic II  
 Workshop Machine Operator II

	<i>Basic minimum per month as at 1st July, 2020</i> \$	<i>Basic minimum per month as at 1st Sept, 2020</i> \$	<i>Cost of living per month as at 1st Sept, 2020</i> \$	<i>Gross total per month as at 1st Sept, 2020</i> \$	<i>Current minimum per week as at 12th Oct, 2020</i> \$	<i>Current minimum per month as at 12th Oct, 2020</i> \$	<i>New basic minimum per week as at 25th Feb 2021</i> \$	<i>New basic minimum per month as at 25th Feb, 2021</i> \$
<b>Level 13</b>	<b>8 132,69</b>	<b>8 757,49</b>	<b>1 050,90</b>	<b>9 808,39</b>	<b>3 418,12</b>	<b>14 811,85</b>	<b>5 554,44</b>	<b>24 069,26</b>

*Classification of Occupation*

Clerk D  
 Laboratory Controller (physical)  
 Personnel Officer  
 Quality Control Officer  
 Salesperson  
 Work Study Officer

## Collective Bargaining Agreement: Textile Manufacturing Industry

	<i>Basic minimum per month as at 1st July, 2020</i> \$	<i>Basic minimum per month as at 1st Sept, 2020</i> \$	<i>Cost of living per month as at 1st Sept, 2020</i> \$	<i>Gross total per month as at 1st Sept, 2020</i> \$	<i>Current minimum per week as at 12th Oct, 2020</i> \$	<i>Current minimum per month as at 12th Oct, 2020</i> \$	<i>New basic minimum per week as at 25th Feb, 2021</i> \$	<i>New basic minimum per month as at 25th Feb, 2021</i> \$
<b>Level 14</b>	<b>8 584,16</b>	<b>9 208,96</b>	<b>1 105,07</b>	<b>10 314,03</b>	<b>3 625,22</b>	<b>15 709,30</b>	<b>5 890,99</b>	<b>25 527,61</b>

### *Classification of Occupation*

Administration Officer  
 Clerk E  
 Laboratory Controller (chemical)  
 Senior Mechanic  
 Senior Laboratory Controller (physical)  
 Shift Controller  
 Texturising Quality Controller

	<i>Basic minimum per month as at 1st July, 2020</i> \$	<i>Basic minimum per month as at 1st Sept, 2020</i> \$	<i>Cost of living per month as at 1st Sept, 2020</i> \$	<i>Gross total per month as at 1st Sept, 2020</i> \$	<i>Current minimum per week as at 12th Oct, 2020</i> \$	<i>Current minimum per month as at 12th Oct, 2020</i> \$	<i>New basic minimum per week as at 25th Feb, 2021</i> \$	<i>New basic minimum per month as at 25th Feb, 2021</i> \$
<b>Level 15</b>	<b>9 143,89</b>	<b>9 768,69</b>	<b>1 172,24</b>	<b>10 940,93</b>	<b>3 832,33</b>	<b>16 606,75</b>	<b>6 227,53</b>	<b>26 985,97</b>

### *Classification of Occupation*

Print Designer  
 Training Officer

	<i>Basic minimum per month as at 1st July, 2020</i> \$	<i>Basic minimum per month as at 1st Sept, 2020</i> \$	<i>Cost of living per month as at 1st Sept, 2020</i> \$	<i>Gross total per month as at 1st Sept, 2020</i> \$	<i>Current minimum per week as at 12th Oct, 2020</i> \$	<i>Current minimum per month as at 12th Oct, 2020</i> \$	<i>New basic minimum per week as at 25th Feb, 2021</i> \$	<i>New basic minimum per month as at 25th Feb, 2021</i> \$
<b>Level 16</b>	<b>9 728,46</b>	<b>10 353,26</b>	<b>1 242,24</b>	<b>11 595,65</b>	<b>4 039,43</b>	<b>17 504,20</b>	<b>6 564,508</b>	<b>28 444,33</b>

*Classification of Occupation*

Quality Controller

**Skilled worker category**

Skilled workers as defined in this agreement shall be graded as per the prevailing parent industry agreement.

**Learners**

On promotion within the company Not less than the wage earned prior to the promotion

On first employment from outside Not less than the wage applicable to the level immediately below the Classification of the job being learned

In addition to the foregoing rates of pay, alternating-shift workers shall be paid a premium of not less than 4 *per centum* above the current minimum specified for their occupation. It should be noted that all employees currently receiving wage/salary above the minimum for their level should maintain their actual dollar difference.

Notwithstanding the above requirements, employers may apply the new increase on the actual weekly or monthly basic earnings of the individual employee, and the provisions of Clause 3 of the principal agreement shall, *mutatis mutandis*, apply throughout the life of this agreement.

*Declaration*

2. The employers and the employees, having arrived at the agreement set forth herein, the undersigned hereby declare that the foregoing is the agreement arrived at, and affix their signatures hereto.

Signed at Bulawayo this 4th day of March, 2021.

B. MANGENA,  
Chairman.

B. MBEVE,  
Vice Chairman.

W. CHAREHWA,  
Council Secretary.

