

Collective Bargaining Agreement: Textile Manufacturing Industry

IT is hereby notified, in terms of section 80(1) of the Labour Act [*Chapter 28:01*], that the Minister of Public Service, Labour and Social Welfare has, approved the publication of the Collective Bargaining Agreement set out in the Schedule which was registered in terms of section 79 of the Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE 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 as amended (hereafter referred to as “the principal agreement”).

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 increased from \$21 420,00 to \$26 768,70 per month by 24.970579% across the board effective from the 24th of February, 2022, and a further increase of 35% across the board was awarded effective from the 1st of May, 2022, to make the current basic minimum wage/salary to \$36 137,75, and a further increase of 15.92405% across the board to a basic minimum of \$41 892,34 effective from the 1st of June, 2022, and a further increase of 17.5% effective from the 1st of July, 2022, to improve the basic minimum wage/salary to \$49 223,50 per month inclusive of housing and transport.

At the full Council meeting held on the 19th of March, 2019, it was unanimously resolved that in terms of Statutory

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Instrument 185 of 2020, companies who can afford may discuss in their respective Works Councils to pay part of or full wages/salaries in USD.

12 Hour shift

It was further agreed that 4% of the basic minimum wage/salary shall be paid as an allowance for every employee placed on a 12hr shift effective from the 1st of May, 2022.

The agreement may be reviewed during its life span depending on the changed circumstances

The basic agreement is applicable as follows—

Level I	Basic minimum per month as at 23rd January, 2022 \$	Basic minimum per week as at 24th February, 2022 \$	Basic minimum per month as at 24th February, 2022 \$	New basic minimum per week as at 1st of May, 2022 \$	New basic minimum per month as at 1st of May, 2022 \$	New basic minimum per week as at 1st of June, 2022 \$	New basic minimum per month as at 1st of June, 2022 \$	New basic minimum per week as at 1st of July, 2022 \$	New basic minimum per month as at 1st of July, 2022 \$
	21 420,00	61 77,39	26 768,70	8 339,48	36 137,75	9 667,46	41 892,34	11359,27	49223,50

Classification of occupation

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

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Level 2	Basic minimum per month as at 23rd January, 2022 \$	Basic minimum per week as at 24th February, 2022 \$	Basic minimum per month as at 24th February, 2022 \$	New basic minimum per week as at 1st of May, 2022 \$	New basic minimum per month as at 1st of May, 2022 \$	New basic minimum per week as at 1st of June, 2022 \$	New basic minimum per month as at 1st of June, 2022 \$	New basic minimum per week as at 1st of July, 2022 \$	New basic minimum per month as at 1st of July, 2022 \$
	22 777,46	6 568,87	28 465,12	8 867,98	38 427,91	44 547,19	10 280,12	12 079,14	52 342,95

Classification of occupation

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

	Basic minimum per month as at 23rd January, 2022 \$	Basic minimum per week as at 24th February, 2022 \$	Basic minimum per month as at 24th February, 2022 \$	New basic minimum per week as at 1st of June, 2022 \$	New basic minimum per month as at 1st of June, 2022 \$	New basic minimum per week as at 1st of July, 2022 \$	New basic minimum per month as at 1st of July, 2022 \$		
Level 3	24 134,93	6 960,36	30 161,55	9 396,49	40 718,11	10 892,79	47 202,08	12 799,02	55 462,44

Classification of occupation
 Button Maker
 Centrifugal Drying Machine Operator
 Cutter I
 Doffer

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Doubler
 Drawer-in I
 Gapping Machine Operator
 Hand Fringer
 Mender II
 Open end Zip Welder
 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

	Basic minimum per month as at 23rd January, 2022	Basic minimum per week as at 24th February, 2022	Basic minimum per month as at 24th February, 2022	New basic minimum per week as at 1st of May, 2022	New basic minimum per month as at 1st of May, 2022	New basic minimum per week as at 1st of June, 2022	New basic minimum per month as at 1st of June, 2022	New basic minimum per week as at 1st of July, 2022	New basic minimum per month as at 1st of July, 2022
Level 4	\$ 25 492,40	\$ 7 351,85	\$ 31 858,00	\$ 9 924,99	\$ 43 008,30	\$ 11 505,45	\$ 49 856,96	\$ 13 518,91	\$ 58 581,93

Classification of occupation

Auto Sewer Machine Operator's Assistant
Balling Machine Operator
Bar Filler
Batching Machine Operator
Blending Line Operator
Braiding & 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

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Level 4	25 492,40	7 351,85	31 858,00	9 924,99	43 008,30	11 505,45	49 856,96	13 518,91	58 581,93

Continued

- 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

Level	Basic minimum per month as at 23rd January, 2022 \$	Basic minimum per week as at 24th February, 2022 \$	Basic minimum per month as at 24th February, 2022 \$	New basic minimum per week as at 1st of May, 2022 \$	New basic minimum per month as at 1st of May, 2022 \$	New Basic Minimum Per Week As at 1st of June, 2022 \$	New basic minimum per month as at 1st of June, 2022 \$	New basic minimum per week as at 1st of July, 2022 \$	New basic minimum per month as at 1st of July, 2022 \$
5	26 869,58	7 749,02	33 579,07	10 461,17	45 331,74	12 127,01	52 550,39	14 249,24	61 746,71

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

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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
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

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Level 6	\$ 28 248,39	\$ 8 146,66	\$ 35 302,18	\$ 10 997,99	\$ 47 657,94	\$ 12 749,31	\$ 55 247,02	\$ 14 980,44	\$ 64 915,25

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

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Valve Machine Operator
 Water Treatment Attendant
 Weaver II

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Level 7	29 626,39	8 544,06	37 024,27	11 534,48	49 982,76	13 371,24	57 942,04	15 711,21	68 081,90

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

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Level 8	\$ 31 004,37	\$ 8 941,46	\$ 38 746,34	\$ 12 070,98	\$ 52 307,56	\$ 13 993,16	\$ 60 637,04	\$ 16 441,97	\$ 71 248,52

Classification of occupation

Clerk B
 Costing Clerk
 Electrical Worker I
 Exhaust Dying Machine Operator II (non auto)
 Film Copier
 Leading Hand II
 Maintenance Worker III
 Motor Driver II
 P.C.B. Repairer
 Production Clerk

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Receptionist
 Receiving Clerk
 Screen Preparer (photo)
 Step and Repeat Machine Operator
 Storekeeper
 Textile Mechanic's Assistant
 Tufting Gun Operator
 Vehicle Mechanic I

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Level 9	32 567,22	9 392,18	40 690,44	12 679,44	54 944,24	14 698,52	63 693,59	17 270,76	74 839,97

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)
 Welding Operator II
 Workshop Machine Operator I
 Work Study Clerk

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Level 10	34 130,10	9 842,90	42 652,58	13 287,92	57 580,91	15,403,89	66 750,21	18,099,58	78 431,49

Classification of Occupation
 Computer Operator
 Data Entry Supervisor
 Electrical Worker II
 Instructor
 Progress Chaser

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Pattern Demonstrator
 Slasher
 Water Treatment Analyst
 Woodworker II

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Level II	\$ 35 692,94	\$ 10 293,62	\$ 44 605,67	\$ 13 896,38	\$ 60 217,65	\$ 16 109,25	\$ 69 806,74	\$ 18 928,37	\$ 82 022,92

Classification of occupation

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

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Level 12	\$ 37 256,05	\$ 10 744,41	\$ 46 559,10	\$ 14 504,95	\$ 62 854,79	\$ 16 814,73	\$ 72 863,81	\$ 19 757,30	\$ 85 614,98

Classification of occupation

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

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Level 13	39 658,73	11 437,33	49 561,74	15 440,39	66 908,35	17 899,12	77 562,87	21 031,47

Classification of occupation

Clerk D

Laboratory Controller (physical)

Personnel Officer

Quality Control Officer

Salesperson

Work Study Officer

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Level 14	42 061,64	12 130,31	52 564,68	16 375,92	70 962,32	18 983,63	82 262,39	22 305,76

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

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Level 15	44 464,57	12 823,30	55 567,63	17 311,45	75 016,30	86 961,93	20 068,14	23 580,06	102 180,27

Classification of occupation
 Print Designer
 Training Officer

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Level 16	46 867,49	13 516,29	58 570,57	18 246,99	79 070,57	21 152,64	91 661,46	24 854,36	107 702,21

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

Alternating Shift

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 forgoing is the agreement arrived at, and affix their signatures hereto.

Signed at Bulawayo this 2nd day of May, 2021.

B. MANGENA,
Chairman.

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B. MBEVE,
Vice Chairman.

W. CHAREHWA,
Council Secretary.

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