

Collective Bargaining Agreement: The Textile Manufacturing  
Industry

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IT is hereby notified that the Collective Bargaining Agreement set out in the Schedule has been registered in terms of section 79 of the Labour Act [*Chapter 28:01*]:—

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL  
FOR THE TEXTILE MANUFACTURING INDUSTRY

FURTHER AGREEMENT

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 —

“Clause 9:

The deadlock on wage negotiations in the Textile Manufacturing Industry has now been resolved through voluntary arbitration as agreed by the parties.”

Accordingly, the arbitral tribunal awarded that the minimum wage be US\$184,00, with the same percentage differential applying across all grades/levels.

That all companies in the Textile Manufacturing Industry shall pay 45% of minimum wages in United States dollars and the remaining balance of 55% shall be paid in local currency i.e., ZWL, at the prevailing official exchange rate, at the date of processing. For the avoidance of doubt the official exchange rate refers to the RBZ auction rate.

## Collective Bargaining Agreement: The Textile Manufacturing Industry

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The arbitral tribunal therefore, accordingly dismissed the claim to separate housing and transport allowances from the basic minimum wages.

Having taken into account the facts and evidence given by the parties, the arbitral tribunal awarded that the effective date of implementation of the new minimum wage/salaries be the 1st of February, 2023.

The award shall be applied as follow—

	Basic Minimum Wage Per Month as at 1st of February, 2023			Basic Minimum Wage Per Week as at 1st of February, 2023		
	PAYABLE			PAYABLE		
LEVEL	USD	45% USD per Month	USD 55% paid in ZWL per Month at the prevailing official exchange rate on the processing date	USD per Week	45% in USD per Week	USD 55% paid in ZWL per Week at the prevailing official exchange rate on the processing date
1	184.00	82.80	101.20	42.46	19.11	23.35
2	195.66	88.05	107.61	45.15	20.32	24.83
3	207.32	93.29	114.03	47.84	21.53	26.31
4	218.98	98.54	120.44	50.53	22.74	27.79
5	230.81	103.87	126.95	53.26	23.94	29.30
6	242.66	109.20	133.46	56.00	25.20	30.80
7	254.49	114.52	139.97	58.73	26.43	32.30
8	266.33	119.89	146.48	61.46	27.66	33.80
9	279.76	125.89	153.87	64.56	29.05	35.51
10	293.18	131.93	161.25	67.66	30.45	37.21
11	306.61	137.97	168.63	70.76	31.84	38.92
12	320.03	144.01	176.02	73.85	33.23	40.62
13	340.67	153.30	187.37	78.62	35.38	43.24
14	361.31	162.59	198.72	83.38	37.52	45.86

S. I. 79 of 2024

15	381.96	171.88	210.08	88.14	39.66	48.48
16	402.60	181.17	221.43	92.91	41.81	51.10

The basic minimum per grade/level shall be applicable as follows:—

	Basic Minimum Wage Per Month as at 1st of February, 2023			Basic Minimum Wage Per Week as at 1st of February, 2023		
	PAYABLE			PAYABLE		
LEVEL	USD	45% USD per Month	USD 55% paid in ZWL per Month at the prevailing official exchange rate on the processing date	USD per Week	45% in USD per Week	USD 55% paid in ZWL per Week at the prevailing official exchange rate on the processing date
1	184.00	82.80	101.20	42.46	19.11	23.35

*Classification of Occupation*

Beverage Maker  
 Bobbin Stripper  
 Canteen Server  
 Folder  
 Fusing Machine Operator  
 General Worker  
 Material Handler 1  
 Packer 1  
 Pairer 1  
 Presser 1  
 Thread Trimming Machine Operator  
 Trimmer

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Basic Minimum Wage Per Month as at 1st of February, 2023				Basic Minimum Wage Per Week as at 1st of February, 2023		
PAYABLE				PAYABLE		
LEVEL	USD	45% USD per Month	USD 55% paid in ZWL per Month at the prevailing official exchange rate on the processing date	USD per Week	45% in USD per Week	USD 55% paid in ZWL per Week at the prevailing official exchange rate on the processing date
2	195.66	88.05	107.61	45.15	20.32	24.83

*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 1  
 Hopper Feeder 11  
 Ironing/Waxing Machine Operator  
 Linking Machine Operator 1  
 Maintenance Worker 1  
 Material Handler 11  
 Mender 1  
 Pairer 11  
 Presser 11  
 Reacher-in  
 Slider Attacher

Sorter/Separator  
 Tracer 1  
 Wax Disc Maker  
 Zip Joiner

	Basic Minimum Wage Per Month as at 1st of February, 2023			Basic Minimum Wage Per Week as at 1st of February, 2023		
	PAYABLE			PAYABLE		
Level	USD	45% USD per Month	USD 55% paid in ZWL per Month at the prevailing official exchange rate on the processing date	USD per Week	45% in USD per Week	USD 55% paid in ZWL per Week at the prevailing official exchange rate on the processing date
3	207.32	93.29	114.03	47.84	21.53	26.31

*Classification of Occupation*

Button Maker  
 Centrifugal Drying Machine Operator  
 Cutter 1  
 Doffer  
 Doubler  
 Drawer-in 1  
 Gapping Machine Operator  
 Hand Fringer  
 Mender 11  
 Open end Zip Welder  
 Painter 1  
 Plumbing Operative 1  
 Rolling and Polishing Machine Operator  
 Rubber99063.62 Covering Machine Operator  
 Stamper Operator  
 Tester 1  
 Top Stop Machine Operator  
 Warping Sidesman  
 Zip Chain Operator

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Zip Coiling Machine Operator

		Basic Minimum Wage Per Month as at 1st of February, 2023		Basic Minimum Wage Per Week as at 1st of February, 2023		
		PAYABLE		PAYABLE		
LEVEL	USD	45% USD per Month	USD 55% paid in ZWL per Month at the prevailing official exchange rate on the processing date	USD per Week	45% in USD per Week	USD 55% paid in ZWL per Week at the prevailing official exchange rate on the processing date
4	218.98	98.54	120.44	50.53	22.74	27.79

*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 1
- 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 11
- Dyeing Operator's Assistant 1
- Examiner 1
- Extrusion and Tape Line Operator's Assistant
- Fabric Layer
- Flat Screen Hand Printer 1
- Flock Machine Operator
- Hand Sewer 11
- Hot Flue Machine operator

Hanking Machine Operator  
 Knitting (Hand Operated Machine)  
 Knitting Machine Operator 1  
 Latex Stenter Section Operator  
 Linking Machine Operator 11  
 Messenger  
 Pad Mangle Operator  
 Printing Assistant  
 Polymerising Machine Operator  
 Recycling Machine Operator  
 Rug Hand Looper  
 Scutcher Machine Operator  
 Sewing Machinist 1  
 Sizing Assistant  
 Slitting Machine Operator

	Basic Minimum Wage Per Month as at 1st of February, 2023			Basic Minimum Wage Per Week as at 1st of February, 2023		
	PAYABLE			PAYABLE		
Level	USD	45% USD per Month	USD 55% paid in ZWL per Month at the prevailing official exchange rate on the processing date	USD per Week	45% in USD per Week	USD 55% paid in ZWL per Week at the prevailing official exchange rate on the processing date
4	218.98	98.54	120.44	50.53	22.74	27.79

*Classification of Occupation Continued*

Spinning Machine Operator  
 Stenter Machine-end Operator  
 Tearing Machine Operator  
 Tracer 11  
 Unifil Operator  
 Valve Sackline Operator's Assistant  
 Volkman Machine Operator  
 Washing Range Operator  
 Weighman  
 Winding Machine Operator

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Basic Minimum Wage Per Month as at 1st of February, 2023				Basic Minimum Wage Per Week as at 1st of February, 2023		
PAYABLE				PAYABLE		
LEVEL	USD	45% USD per Month	USD 55% paid in ZWL per Month at the prevailing official exchange rate on the processing date	USD per Week	45% in USD per Week	USD 55% paid in ZWL per Week at the prevailing official exchange rate on the processing date
5	230.81	103.87	126.95	53.26	23.94	29.30

*Classification of Occupation*

Auto Sewer Machine Operator  
 Beam Gaiter  
 Canteen Attendant  
 Caustic Soda Plant Attendant  
 Clerk "A"  
 Cutter 11  
 Dying Operators Assistant 11  
 Dye/Chemical Recipe Weigher 1  
 Embroidery Machinist  
 Flat Screen Maker  
 Flat Screen Hand Printer 11  
 Fire Fighter  
 Knitting Machine Operator 11  
 Latex Coating Section Operator  
 Maintenance Worker 11  
 Mercerising Machine Operator  
 Needlefelt Machine Operator  
 Packer 11  
 Pattern Marker  
 Quilting Machine Operator  
 Raising Machine Operator  
 Recovery Yarn Recorder  
 Sample Room Attendant



Security Guard  
 Senior Messenger  
 Sewing Machinist 11  
 Singeing Machine Operator  
 Storeman  
 Transfer Printing Machine Operator  
 Tufting Machine Operator  
 Warping Machine Operator  
 Warp Knotting Machine Operator  
 Weaver 1  
 Welding Operator 1  
 Woodworker 1

	Basic Minimum Wage Per Month as at 1st of February, 2023			Basic Minimum Wage Per Week as at 1st of February, 2023		
	PAYABLE			PAYABLE		
LEVEL	USD	45% USD per Month	USD 55% paid in ZWL per Month at the prevailing official exchange rate on the processing date	USD per Week	45% in USD per Week	USD 55% paid in ZWL per Week at the prevailing official exchange rate on the processing date
6	242.66	109.20	133.46	56.00	25.20	30.80

*Classification of Occupation*

Boiler Attendant  
 Building Operative 11  
 Carousel Hand Printer  
 Data Entry Clerk  
 Examiner 11  
 Exhaust Dyeing Machine Operator 1 (auto)  
 Extrusion and Tape Line Machine Operator  
 Knitting Machine Operator 111  
 Leading Hand 1  
 Painter 11

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Pattern Size Adjuster  
 Plumbing Operative 11  
 Sewing Machinist 111  
 Screen Preparer's Assistant  
 Sizing Machine Operator  
 Valve Machine Operator  
 Water Treatment Attendant  
 Weaver 11

	Basic Minimum Wage Per Month as at 1st of February, 2023			Basic Minimum Wage Per Week as at 1st of February, 2023		
	PAYABLE			PAYABLE		
LEVEL	USD	45% USD per Month	USD 55% paid in ZWL per Month at the prevailing official exchange rate on the processing date	USD per Week	45% in USD per Week	USD 55% paid in ZWL per Week at the prevailing official exchange rate on the processing date
7	254.49	114.52	139.97	58.73	26.43	32.30

*Classification of Occupation*

Boiler Maintenance Attendant  
 Carpet Fitter  
 Circular Weaving Machine Operator  
 Copy Artist  
 Dyehouse Recipe Clerk  
 Knitter IV  
 Motor Driver 1  
 Potato Printer  
 Printing Machine Operator  
 Security Corporal  
 Stenter Operator (front)  
 Telex Operator  
 Tester 11

Tracer 111  
 Typist  
 Warp Knitting Machine Operator  
 Weaver 111

	Basic Minimum Wage Per Month as at 1st of February, 2023			Basic Minimum Wage Per Week as at 1st of February, 2023		
	PAYABLE			PAYABLE		
LEVEL	USD	45% USD per Month	USD 55% paid in ZWL per Month at the prevailing official exchange rate on the processing date	USD per Week	45% in USD per Week	USD 55% paid in ZWL per Week at the prevailing official exchange rate on the processing date
8	266.33	119.89	146.48	61.46	27.66	33.80

*Classification of Occupation*

Clerk B  
 Costing Clerk  
 Electrical Worker 1  
 Exhaust Dying Machine Operator 11 (non auto)  
 Film Copier  
 Leading Hand 11  
 Maintenance Worker 111  
 Motor Driver 11  
 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 1

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	Basic Minimum Wage Per Month as at 1st of February, 2023			Basic Minimum Wage Per Week as at 1st of February, 2023		
	PAYABLE			PAYABLE		
LEVEL	USD	45% USD per Month	USD 55% paid in ZWL per Month at the prevailing official exchange rate on the processing date	USD per Week	45% in USD per Week	USD 55% paid in ZWL per Week at the prevailing official exchange rate on the processing date
9	279.76	125.89	153.87	64.56	29.05	35.51

*Classification of Occupation*

Clerk C (or clerk B after 5 years service)  
Dye/Chemical Recipe Weigher 11  
Dye recipe Preparer  
Examiner 111  
Jacquard Card Puncher  
Jacquard Design Copyist  
Laboratory Assistant  
Plumbing Operative 111  
Quality Assurance Controller  
Textile Mechanic 1  
Roller Grinder  
Security Sergeant  
Stores Supervisor (sales)  
Stores Supervisor (internal goods control)  
Welding Operator 11  
Workshop Machine Operator 1  
Work Study Clerk

	Basic Minimum Wage Per Month as at 1st of February, 2023			Basic Minimum Wage Per Week as at 1st of February, 2023		
	PAYABLE			PAYABLE		
LEVEL	USD	45% USD per Month	USD 55% paid in ZWL per Month at the prevailing official exchange rate on the processing date	USD per Week	45% in USD per Week	USD 55% paid in ZWL per Week at the prevailing official exchange rate on the processing date
10	293.18	131.93	161.25	67.66	30.45	37.21

*Classification of Occupation*

Computer Operator

Data Entry Supervisor

Electrical Worker 11

Instructor

Progress Chaser

Pattern Demonstrator

Slasher

Water Treatment Analyst

Woodworker 11

	Basic Minimum Wage Per Month as at 1st of February, 2023			Basic Minimum Wage Per Week as at 1st of February, 2023		
	PAYABLE			PAYABLE		
LEVEL	USD	45% USD per Month	USD 55% paid in ZWL per Month at the prevailing official exchange rate on the processing date	USD per Week	45% in USD per Week	USD 55% paid in ZWL per Week at the prevailing official exchange rate on the processing date
11	306.61	137.97	168.63	70.76	31.84	38.92

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*Classification of Occupation*

Garnet Pattern Maker

Software Operator

Stores Supervisor (general consumables)

Supervisor 1

Textile Mechanic 11

	Basic Minimum Wage Per Month as at 1st of February, 2023			Basic Minimum Wage Per Week as at 1st of February, 2023		
	PAYABLE			PAYABLE		
LEVEL	USD	45% USD per Month	USD 55% paid in ZWL per Month at the prevailing official exchange rate on the processing date	USD per Week	45% in USD per Week	USD 55% paid in ZWL per Week at the prevailing official exchange rate on the processing date
12	320.03	144.01	176.02	73.85	33.23	40.62

*Classification of Occupation*

Building Operative 111

Buyer

Senior Computer Operator

Supervisor 11

Textile Mechanic 111

Vehicle Mechanic 11

Workshop Machine Operator 11

	Basic Minimum Wage Per Month as at 1st of February, 2023			Basic Minimum Wage Per Week as at 1st of February, 2023		
	PAYABLE			PAYABLE		
LEVEL	USD	45% USD per Month	USD 55% paid in ZWL per Month at the prevailing official exchange rate on the processing date	USD per Week	45% in USD per Week	USD 55% paid in ZWL per Week at the prevailing official exchange rate on the processing date
13	340.67	153.30	187.37	78.62	35.38	43.24

*Classification of Occupation*

Clerk D

Laboratory Controller (physical)

Personnel Officer

Quality Control Officer

Salesperson

Work Study Officer

	Basic Minimum Wage Per Month as at 1st of February, 2023			Basic Minimum Wage Per Week as at 1st of February, 2023		
	PAYABLE			PAYABLE		
LEVEL	USD	45% USD per Month	USD 55% paid in ZWL per Month at the prevailing official exchange rate on the processing date	USD per Week	45% in USD per Week	USD 55% paid in ZWL per Week at the prevailing official exchange rate on the processing date
14	361.31	162.59	198.72	83.38	37.52	45.86

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*Classification of Occupation*

Administration Officer

Clerk E

Laboratory Controller (chemical)

Senior Mechanic

Senior Laboratory Controller (physical)

Shift Controller

Texturising Quality Controller

	Basic Minimum Wage Per Month as at 1st of February, 2023			Basic Minimum Wage Per Week as at 1st of February, 2023		
	PAYABLE			PAYABLE		
LEVEL	USD	45% USD per Month	USD 55% paid in ZWL per Month at the prevailing official exchange rate on the processing date	USD per Week	45% in USD per Week	USD 55% paid in ZWL per Week at the prevailing official exchange rate on the processing date
15	381.96	171.88	210.08	88.14	39.66	48.48

*Classification of Occupation*

Print Designer

Training Officer

	Basic Minimum Wage Per Month as at 1st of February, 2023			Basic Minimum Wage Per Week as at 1st of February, 2023		
	PAYABLE			PAYABLE		
LEVEL	USD	45% USD per Month	USD 55% paid in ZWL per Month at the prevailing official exchange rate on the processing date	USD per Week	45% in USD per Week	USD 55% paid in ZWL per Week at the prevailing official exchange rate on the processing date
16	402.60	181.17	221.43	92.91	41.81	51.10



*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 and the 12 hour 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.”.

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2. First, Second and Third Schedules are amended as follows:

“FIRST SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE TEXTILE  
MANUFACTURING INDUSTRY

(Registered under the Labour Act [*Chapter 28:01*])

**FROM:**

Name of Employer: .....

Address: .....

.....

Telephone: .....

Email Address: .....

**TO:**

The Secretary,  
National Employment Council for the Textile Industry,  
P.O. Box 1028,  
Bulawayo.  
Tel: 0292-78983; Fax: 0292-73063  
Email Address: **nectextiles@gmail.com**

	Month	Year	Total
Return of contributions for .....	.....	.....	.....
Week ending	1. ....		
	2. ....		
	3. ....		
	4. ....		
	5. ....		

NUMBER OF EMPLOYEES IN EACH GRADE/LEVEL

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

Total number of employees subject to agreement .....

Total employee deductions 45% USD .....55% ZWL .....  
payable at the prevailing official exchange rate  
Date of processing .....

Employer contributions 45% USD ..... 55% ZWL.....  
payable at the prevailing official exchange rate  
Date of processing .....

Total Amount USD ..... ZWL .....

Date: ..... Signature of Employer:.....

Contact person (*print name*) .....

Tel/Cell No.....

TO BE COMPLETED IN DUPLICATE

*It should be noted that all outstanding deductions and contributions not remitted to Council within the specified period shall be charged interest at the prescribed rate plus 3% in terms of clause 7(3) and (4) of the Collective Bargaining Agreement for the Textile Industry.*

SECOND SCHEDULE

ZIMBABWE TEXTILE WORKERS UNION  
(Registered under the Labour Act [*Chapter 28:01*])

**FROM:**

Name of Employer:.....  
Address: .....  
.....  
Telephone: .....  
Email Address: .....

**TO:**

The General Secretary,  
Zimbabwe Textile Workers Union,

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P.O. Box HR 10245,  
Harare.

Total number of employees subject to agreement .....

Month                      Year                      Total

Return of contributions for..... ..

Additional fees deducted for first time in respect of the current month \$ .....

Less deductions which have ceased during the current month (Provide the names and works numbers) or Provide a separate sheet \$ .....

Total remitted for the month of \$ .....

### NUMBER OF EMPLOYEES IN EACH GRADE/LEVEL

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

Total amount                                      45% USD .....55% ZWL .....

payable at the prevailing official exchange rate

Date of processing .....

Date: .....                                      Signature of Employer: .....

Contact person (*print name*) .....

Tel/Cell No.....

***N.B. Please note that the remittance advice should be completed in duplicate and accompanied by a deposit slip/bank transfer or a cheque payment which ever the case may be.***

THIRD SCHEDULE

ZIMBABWE TEXTILE MANUFACTURERS ASSOCIATION  
(Registered under the Labour Act [*Chapter 28:01*])

**FROM:**

Name of Employer: .....

Address: .....

.....

Telephone: .....

Email Address: .....

**TO:**

The Secretary General,

Zimbabwe Textile Manufacturers Association,

c/o National Employment Council for the Textile Industry,

P.O. Box 1028,

Bulawayo.

Tel: 09-78983; Fax 09-73063

Email Address **nectextiles@gmail.com**

	Month	Year	Total
Return of contributions/Levies for .....	.....	.....	.....
Total Wage Bill for the month of .....		\$ .....	
1% of Wage Bill		\$ .....	
Interest on Arrears		\$ .....	
Total amount	45% USD .....	55% ZWL .....	
	payable at the prevailing official exchange rate		
	Date of processing .....		
	Grant Total .....	\$ .....	
Date: .....	Signature of Employer: .....		
Contact person ( <i>print name</i> ) .....			
Tel/Cell No. ....			

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***N.B. Please note that the remittance advice should be completed in duplicate and accompanied by a deposit slip/bank transfer or a cheque payment whichever ever the case may be.***

*Declaration*

The employers and the employees hereby implement the award set forth herein, and that the undersigned hereby declare that the forgoing is the award so arrived at, and affix their signatures hereto.

Signed at Bulawayo this 24th day of April, 2023.

B. MBEVE,  
Chairman.

B. MANGENA,  
Vice Chairman.

W. CHAREHWA,  
Council Secretary.



