

Collective Bargaining Agreement: Textile Manufacturing Industry

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

SCHEDULE

EMPLOYMENT COUNCIL FOR THE TEXTILE
MANUFACTURING INDUSTRY
COLLECTIVE BARGAINING AGREEMENT: 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 (3);

At a full council meeting held on the 26th of September, 2024, it has been agreed to increase the current basic minimum wage/salary per month on a sliding scale as follows: levels 1–4 by 8.7%, Levels 5–9 by 6.7% and levels 10–16 by 4.7% and the increase is inclusive of housing and transport.

The agreement is effective from the 26th of September, 2024 to 31st of January, 2025.

Collective Bargaining Agreement: Textile Manufacturing Industry

The agreement shall be applied as follows —

Basic Minimum Wage or Salary as at 26th September, 2024																																																															
	NEW BASIC PAYABLE																																																														
LEVEL	<table><tr><th>Current Basic Minimum per Month 26 Sep 24 USD</th><th>65% USD per Month 26 Sep 2024</th><th>USD 35% per Month paid in ZWG at the prevailing official exchange rate on the date of processing</th><th>Current Basic Minimum per Week 26/09/24 USD</th><th>USD 65% per Week 26/09/2024</th><th>USD 35% per Week paid in ZWG at the prevailing official exchange rate on the date of processing</th></tr><tr><td>1</td><td>200,00</td><td>130,01</td><td>70,00</td><td>46,16</td><td>30,00</td><td>16,16</td></tr><tr><td>2</td><td>212,68</td><td>138,24</td><td>74,44</td><td>49,08</td><td>31,90</td><td>17,18</td></tr><tr><td>3</td><td>225,36</td><td>146,48</td><td>78,87</td><td>52,01</td><td>33,81</td><td>18,20</td></tr><tr><td>4</td><td>238,03</td><td>154,72</td><td>83,31</td><td>54,93</td><td>35,71</td><td>19,23</td></tr><tr><td>5</td><td>246,27</td><td>160,08</td><td>86,20</td><td>56,84</td><td>36,94</td><td>19,89</td></tr><tr><td>6</td><td>258,92</td><td>168,30</td><td>90,62</td><td>59,75</td><td>38,84</td><td>20,91</td></tr><tr><td>7</td><td>271,54</td><td>176,50</td><td>95,04</td><td>62,67</td><td>40,73</td><td>21,93</td></tr><tr><td>8</td><td>284,17</td><td>184,71</td><td>99,46</td><td>65,58</td><td>42,63</td><td>22,95</td></tr></table>	Current Basic Minimum per Month 26 Sep 24 USD	65% USD per Month 26 Sep 2024	USD 35% per Month paid in ZWG at the prevailing official exchange rate on the date of processing	Current Basic Minimum per Week 26/09/24 USD	USD 65% per Week 26/09/2024	USD 35% per Week paid in ZWG at the prevailing official exchange rate on the date of processing	1	200,00	130,01	70,00	46,16	30,00	16,16	2	212,68	138,24	74,44	49,08	31,90	17,18	3	225,36	146,48	78,87	52,01	33,81	18,20	4	238,03	154,72	83,31	54,93	35,71	19,23	5	246,27	160,08	86,20	56,84	36,94	19,89	6	258,92	168,30	90,62	59,75	38,84	20,91	7	271,54	176,50	95,04	62,67	40,73	21,93	8	284,17	184,71	99,46	65,58	42,63	22,95
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The basic minimum per grade/level shall be applicable as follows—

NEW BASIC PAYABLE						
	New Basic Minimum Per Month 26/09/24 USD	65% USD per Month 26/09/24	USD 35% per Month paid in ZWG at the prevailing official exchange rate on the date of processing	New Basic Minimum Per Week 26/09/24 USD	USD 65% per Week	USD 35% paid in ZWG per Week at the prevailing official exchange rate on the date of processing
Level 1	200,00	130,01	70,00	46,16	30,00	16,16

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

	NEW BASIC PAYABLE					
	New Basic Minimum Per Month 26/09/24 USD	65% USD per Month 26/09/24	USD 35% per Month paid in ZWG at the prevailing official exchange rate on the date of processing	New Basic Minimum Per Week 26/09/24 USD	USD 65% per Week	USD 35% paid in ZWG per Week at the prevail- ing official exchange rate on the date of pro- cessing
LEVEL	212,68	138,24	74,44	49,08	31,90	17,18
2						

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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

NEW BASIC PAYABLE					
LEVEL	New Basic Minimum Per Month 26/09/24 USD	65% USD per month 26/09/24	USD 35% per Month paid in ZWG at the prevailing official exchange rate on the date of processing	New Basic Minimum per Week 26/09/24 USD	USD 65 % per Week
3	225,36	146,48	78,87	52,01	33,81
					18,20

Classification of Occupation

- Button Maker
- Centrifugal Drying Machine Operator
- Cutter 1
- Doffer
- Doubler
- Drawer-in 1
- Gapping Machine Operator
- Hand Fringer

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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
 Zip Coiling Machine Operator

	NEW BASIC PAYABLE					
	New Basic Minimum Per Month 26/09/24 USD	65% USD per Month 26/09/24	USD 35% per Month paid in ZWG at the prevailing official exchange rate on the date of processing	New Basic Minimum Per Week 26/09/24 USD	USD 65% per Week	
Level 4	238,03	154,74	83,31	54,93	35,71	19,23

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 1
Calendar or 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

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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

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

	NEW BASIC PAYABLE				
	New Basic Minimum Per Month 26/09/24 USD	65% USD per Month 26/09/24	USD 35% per Month paid in ZWG at the prevailing official exchange rate on the date of processing	New Basic Minimum Per Week 26/09/24 USD	USD 65% per Week
LEVEL					
5	246,27	160,08	86,20	56,84	36,94
					USD 35% paid in ZWG per Week at the prevailing official exchange rate on the date of processing
					19,89

Classification of Occupation

Auto Sewer Machine Operator
Beam Gaiter
Canteen Attendant
Caustic Soda Plant Attendant
Clerk "A"
Cutter 11
Dying Operators Assistant 11
Dye or 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

	NEW BASIC PAYABLE					
LEVEL	New Basic Minimum Per Month 26/09/24 USD	65 % USD per Month 26/09/24	USD 35 % per Month paid in ZWG at the prevailing official exchange rate on the date of processing	New Basic Minimum per week 26/09/24 USD	USD 65 % per week	USD 35 % paid in ZWG per week at the prevailing official exchange rate on the date of processing
6	258,92	168,30	90,62	59,75	38,84	20,19

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

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Knitting Machine Operator 111
 Leading Hand 1
 Painter 11
 Pattern Size Adjuster
 Plumbing Operative 11
 Sewing Machinist 111
 Screen Preparer's Assistant
 Sizing Machine Operator
 Valve Machine Operator
 Water Treatment Attendant
 Weaver 11

578

LEVEL	NEW BASIC PAYABLE					USD 35% paid in ZWG per Week at the prevailing official exchange rate on the date of processing
	New Basic Minimum Per Month 26/09/24 USD	65% USD per Month 26/09/24	USD 35% per Month paid in ZWG at the prevailing official ex- change rate on the date of processing	New Basic Minimum per Week 26/09/24 USD	USD 65% per week	
7	271,54	176,50	95,04	62,67	40,73	21,93

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

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NEW BASIC PAYABLE					
	New Basic Minimum per Month USD 26/09/24	65 % USD per Month 26/09/24	USD 35 % per Month paid in ZWG at the prevailing official exchange rate on the date of processing	New Basic Minimum per Week 26/09/24 USD	USD 65 % per Week
LEVEL					USD 35 % paid in ZWG per Week at the prevailing official exchange rate on the date of processing
8	284,17	184,17	99,46	65,58	42,63
					22,95

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

	NEW BASIC PAYABLE				
LEVEL	New Basic Minimum Per Month 26/09/24 USD	65% USD per Month 26/09/24	USD 35% per Month paid in ZWG at the prevailing official exchange rate on the date of processing	New Basic Minimum per Week 26/09/24 USD	USD 65% per Week USD 35% paid in ZWG per Week at the prevailing official exchange rate on the date of processing
9	298,50	194,03	104,48	68,89	44,78 24,11

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Classification of Occupation

Clerk C (or clerk B after 5 years service)

Dye or 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

NEW BASIC PAYABLE						
	New Basic Minimum per Month 26/09/24 USD	65 % USD per Month 26/09/24	USD 35 % paid in ZWG at the prevailing official exchange rate on the date of processing	New Basic Minimum per Week 26/09/24 USD	USD 65 % per Week	USD 35 % paid in ZWG per Week at the prevailing official exchange rate on the date of processing
LEVEL 10	306,96	199,52	107,44	70,84	46,05	24,79

Classification of Occupation

Computer Operator
Data Entry Supervisor
Electrical Worker 11
Instructor
Progress Chaser
Pattern Demonstrator
Slasher
Water Treatment Analyst
Woodworker 11

NEW BASIC PAYABLE						
	New Basic Minimum Per Month 26/09/24 USD	65 % USD per Month 26/09/24	USD 35 % per Month paid in ZWG at the prevailing official exchange rate on the date of processing	New Basic Minimum Per Week 26/09/24 USD	USD 65 % per Week	USD 35 % paid in ZWG per Week at the prevailing official exchange rate on the date of processing
LEVEL						
11	321,02	208,66	112,36	74,09	48,16	25,93

Classification of Occupation

Garnet Pattern Maker
Software Operator
Stores Supervisor (general consumables)
Supervisor 1
Textile Mechanic 11

NEW BASIC PAYABLE						
	New Basic Minimum Per Month 26/09/24 USD	65% USD per Month 26/09/24	USD 35% per Month paid in ZWG at the prevailing official exchange rate on the date of processing	New Basic Minimum per Week 26/09/24 USD	USD 65% per Week	USD 35% paid in ZWG per Week at the prevailing official exchange rate on the date of processing
LEVEL						
2	335,07	217,80	117,27	77,33	50,26	27,07

Classification of Occupation

Building Operative 111
Buyer
Senior Computer Operator
Supervisor 11
Textile Mechanic 111
Vehicle Mechanic 11
Workshop Machine Operator 11

	NEW BASIC PAYABLE					
	New Basic Minimum Per Month 26/09/24 USD	65% USD Per Month 26/09/24	USD 35% paid in ZWG at the prevailing official exchange rate on the date of processing	New Basic Minimum per Week 26/09/24 USD	USD 65% per week	USD 35% paid in ZWG per week at the prevailing official exchange rate on the date of processing
LEVEL						
13	356,68	231,84	124,84	82,32	53,51	28,81

Classification of Occupation

Clerk D

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

LEVEL	NEW BASIC PAYABLE				
	New Basic Minimum Per Month 26/09/24 USD	65% USD per Month 26/09/24	USD 35% per Month paid in ZWG at the prevailing official exchange rate on the date of processing	New Basic Minimum Per Week 26/09/24 USD	USD 65% per week
14	378,29	245,89	132,40	87,30	56,75
					USD 35% paid in ZWG per week at the prevailing official exchange rate on the date of processing
					30,56

Classification of Occupation

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

NEW BASIC PAYABLE					
LEVEL	New Basic Minimum Per Month 26/09/24 USD	65 % USD per Month 26/09/24	USD 35 % per Month paid in ZWG at the prevailing official exchange rate on the date of processing	New Basic Minimum Per Week 26/09/24 USD	USD 65 % per week
15	399,94	259,94	139,97	92,29	59,99
					32,30
					USD 35 % paid in ZWG per Week at the prevailing official exchange rate on the date of processing

Classification of Occupation

Print Designer
Training Officer

NEW BASIC PAYABLE					
	New Basic Minimum Per Month 26/09/24 USD	65% USD per Month 26/09/24	USD 35% per Month paid in ZWG at the prevailing official exchange rate on the date of processing	New Basic Minimum per week 26/09/24 USD	USD 65% per week
LEVEL					
16	421,52	273,99	147,53	97,28	63,23
					34,05

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 9(3) of the principal agreement shall, *mutatis mutandis*, apply throughout the life of this agreement.

Clause 31 Gratuity on Retirement

FIFTH SCHEDULE

Gratuity on retirement is calculated as follows:

Basic pay multiply by percentage of monthly basic earnings multiply by number of years as per schedule

<i>Length of Service Years</i>	<i>Percentage of Monthly Earnings</i>
4	20.75%
5	21.00%
6	21.25%
7	21.50%
8	21.75%
9	22.00%
10	23.00%
11	23.25%
12	23.50%
13	23.75%
14	24.00%

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<i>Length of Service Years</i>	<i>Percentage of Monthly Earnings</i>
15	24.25%
16	24.50%
17	24.75%
18	25.00%
19	25.25%
20	30.00%
21	30.25%
22	30.50%
23	30.75%
24	31.00%
25	31.25%
26	31.50%
27	31.75%
28	32.00%
29	32.25%
30	35.00%
31	35.25%
32	35.50%
33	35.75%
34	36.00%
35	36.25%
36	36.50%
37	36.75%
38	37.00%
39	37.25%
40	40.00%
41	40.25%
42	40.50%
43	40.75%
44	41.00%

<i>Length of Service Years</i>	<i>Percentage of Monthly Earnings</i>
45	41.25%
46	41.50%
47	41.75%
48	42.00%
49	42.25%
50	50.00%
	and above

Declaration

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

Signed at Bulawayo this 2nd day of October, 2024

B. MBEVE,
Chairman.

B. MANGENA,
Vice Chairman.

W. CHAREHWA,
Council Secretary.

