

## Collective Bargaining Agreement: Clothing Industry, 2021

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

## SCHEDULE

*Further Agreement*

This further agreement shall be read as one with the agreement published in Statutory Instrument 1 of 1999 (hereinafter referred to as “the principal agreement”), made and entered into in accordance with the provisions of the Labour Relations Act [*Chapter 28:01*], between the Zimbabwe Clothing Manufacturers’ Association and the Indigenous Clothing Manufacturers; Association (hereinafter referred to as “the employers” or the “the employer’ organisation”) of the one part, and the National Union of the Clothing Industry and the Clothing Industry Workers’ Union (hereinafter referred to as the employees” or “the trade unions”) of the other part, being parties to the National Employment Council for the Clothing Industry.

Clause 7(1) of the Agreement is deleted and the following is substituted:

Industry Minimum Wage is RTGS10 730,35, W.E.F. 1st May, 2021.

<i>Grading and wages</i>	<i>Annexure 4</i>
7. (1) <i>Classification of occupations</i>	<i>Minimum monthly wages</i> <i>w.e.f. 01/05/2021</i> \$
<i>Grade General “A”</i>	10 730,35

Messengers, including office messengers.

Labourers, including the following—

- box-folders and assemblers;
- folders, including persons engaged in packing of single garments into individual containers and bundling to dispatch;

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*Minimum monthly wages*

*w.e.f. 01/05/2021*

\$

<i>Grade General "A" (continued)</i>	10 730,35
garden labourers;	
level 1 employees;	
makers of tea and other beverages;	
packers and/or dispatch packers;	
servers;	
stores labourers;	
stampers;	
sweepers and persons engaged in-	
binding, wiring or strapping boxes,	
bales or other containers;	
carrying, moving or stacking materials;	
cleaning and washing premises, plant	
machinery or vehicles;	
putting materials into steam-box;	
stencilling, marking, branding or	
affixing labels on boxes or other containers;	
putting prepared formers into steam-box.	
General workers: persons engaged in inserting	
bones or wires by hand;	
pulling out fastening.	
dippers	
Finishing section: persons engaged in-	
cleaning and/or trimming;	
patent turning;	
pinning of finished garments;	
sorting garments;	
spot-cleaning;	
ironer of gloves.	
Machine operators (excluding sewing-machinists),	
which means operators of the following machines-	
collar-point trimming machine;	
eyelet machine;	
patent turning machine;	
puller-on leather splitting machine;	
zip stapling machine.	

*Minimum monthly wages*  
w.e.f. 01/05/2021

\$

10 922,75

*Grade General "B"*

General workers, performing one or more of the following occupations or operations by hand-  
 assemblers of safety goods;  
 basters;  
 feeders into and takers out of automatic roller or form pressers;  
 shapers;  
 slopers, and persons engaged in assembling inner and outer brassiere cups by hand;  
 attaching of pocket-flaps to forefront of jacket;  
 assembling suspenders and shoulder straps by hand;  
 covering buckles by hand;  
 cutting of elastic, shoulder straps, lace and/or ribbons;  
 cutting and capping of steel, bones or wires;  
 cutting individual girdle blanks by means of scissors;  
 eton loaders (loader automatic transport system);  
 fastening edge-stays;  
 fastening facings already basted into position;  
 fastening catch into tops of trousers;  
 fittings up;  
 making of canvasses;  
 making of pocket-flaps;  
 making and putting in shoulder pads;  
 making and sewing on hangers;  
 padding and sewing on hangers;  
 padding collars and lapels;  
 pasting, sticking or pinning panels in girdle blanks;  
 putting on sleeve head wadding;  
 riveting of hooks and eyes and sewing on of buckles and press-studs;  
 tacking.

Marking section (excluding the arrangement of patterns in the lay); persons engaged in-marking in, with or without stencilling-machines, and persons engaged in marking

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*Minimum monthly wages*

*w.e.f. 01/05/2021*

\$

*Grade General "B" (continued)*

10 922,75

by templet and cutting into shape;  
marking of trimmings;  
multi-pattern machine operating.

Finishing section: Persons engaged in-  
fastening permanent turn ups;  
felling bindings;  
felling bottoms;  
felling bottoms of lining of seams already  
basted in position;  
felling crotch linings in trousers;  
felling and finishing of all linings;  
felling of linings;  
felling necks, shoulders or armholes of  
waistcoats;  
felling waistband linings or parts thereof;  
plain hand sewing;  
sewing on buttons by hand.

Machine operators (excluding sewing machinists),  
which means operators of the following machines-  
cleaning machine;  
clicker machine;  
folding and/or roller-bias machine;  
sewing machinists, which means operators of the  
following machines-  
tacking machine;  
assistant leather splitting machine;  
spot welders;  
spreaders;  
Stretchers

*Grade General "C"*

11 044,70

Watchmen, caretakers and guards.  
General workers-  
beaders and/or embroiderers by hand.  
Sewing machinists, which means operators of  
the following machines-  
duffing machines.  
Machine operators (excluding sewing machinists)

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	<i>Minimum monthly wages w.e.f. 01/05/2021</i>
	\$
<i>Grade General "C" (continued)</i>	11 044,70
which means operators of the following machines-	
industrial spin driers;	
industrial tumble driers;	
high frequency welding machine (using straight-bar electrodes);	
waterproof clothing strapping machine.	
	<i>Minimum monthly wages w.e.f. 01/05/2021</i>
	\$
<i>Grade 1</i>	11 537,90
Boiler hands.	
Checkers.	
Cloth measuring operators.	
Hand sewer II.	
Industrial washing machine operator I.	
Layers up by hand.	
Sewing machinists, including the following-	
automatic fusing and pleating machinists;	
basting machinists;	
belt sewing machinists;	
binding machinists;	
blade tucking machinists;	
blind stitch machinists;	
buckle making and buckle covering machinists;	
collar-box printing machinists;	
double-jet machinists;	
double stitch machinists;	
elasticating machinists;	
embroidering machinists, including automatic embroidering machine used on clothing;	
engaged in leather, industrial and sporting gloves;	
eyelet/buttonhole machinists;	
felling machinists;	
gathering machinists;	
hand pleaters;	
hemming machinists;	
lace-sewing machinists;	
multi-needle machinists;	
over locking machinists;	
pintuck machinists;	

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*Minimum monthly wages*

*w.e.f. 01/05/2021*

\$

11 537,90

*Grade 1 (continued)*

press-button and stud machinists;  
profile stitching machinists;  
saddle stitching machinists;  
seam covering machinists;  
silk screen printing operator (by hand);  
single-needle machinists;  
smocking machinists;  
treble-stitch machinists;  
waistband machinists;  
walking-foot machinists;  
zig-zag machinists;  
sewing machinists not elsewhere specified.

Machine operators which means operators of the

following machines—

steam blocking machines;  
leather splitting machine operators (in charge  
of the machines);  
industrial washing machines;  
knife pleating machines;  
box-pleating machines;  
high frequency welding machines (using shaped  
or complex electrodes);  
soabar machine operators;  
shaving machine operators;  
machine operators not elsewhere specified;  
leather glove preparer prior to cutting;  
non-automatic fusing pressers;  
PBU bundlers;  
tie hand sewers;  
pressers-  
pressers of completed garments;  
steam pressers.  
Shirt folders.  
Spray bonders.

After twelve months' continuous service in Grade 1,  
employees shall automatically progress to Grade II.

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*Minimum monthly wages*

*w.e.f. 01/05/2021*

\$

*Grade I "A"* 11 537,90

Hand dyers.

Hand sewers 1.

Sewing machinists including the following-

bartack machinists;

binding cutters, lacquer machine operators;

cooks, tarpaulin welders, hand steam ironers;

button sewing machinists;

straight buttonhole machinists;

Underpressers (which means employees underpressing pockets using templates and who open seams on trousers).

Employees below grade II should be allowed to record individual, daily production targets for the purpose of earning bonus without being classified as tally clerks.

*Grade II* 12 647,61

Level 2 employee.

Night watchmen.

Order puller/dispatch sorters.

Salesmen "A".

Trubenizing machine operators.

Scooter drivers.

Chopper

Oven Operator

Grade II employees who leave or are discharged from one factory and are employed in another factory shall automatically progress to grade II.

*Grade II "A"* 13 198,18

Sewing machinists engaged in leather garments with the exception of industrial and sporting gloves.

Tarpaulin machinists.

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*Minimum monthly wages  
w.e.f. 01/05/2021*

\$

*Grade III*

13 749,19

Canteen salesmen.

Cutters or choppers out.

Raters.

Pasting machine operators.

Salesmen "B".

Sewing machinists normally engaged in making up completed garments, except for the following operations-  
buttonholes, hemming, over-locking and sewing on buttons.

Multi-head machinists.

Drivers of motor vehicles of less than two thousand two hundred and sixty eight kilograms net.

Industrial washing machine operator II.

Re-cut operators.

Dispatch sorters, checkers and assemblers.

Mixers.

*Grade IV*

13 813,33

Assistants to quality controllers.

Drivers of motor vehicles of more than two thousand two hundred and sixty eight kilograms net.

Garment tracers.

Group leaders.

in-line checkers.

Leather knife cutters.

Level 3 employees.

Markers in II.

Travellers' drivers.



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	<i>Minimum monthly wages w.e.f. 01/05/2021</i>
	\$
<i>Grade IV “A”</i>	14 242,40
Learner supervisors.	
After one year’s continuous service.	14 485,39
After 18 months continuous service shall automatically progress to grade VI.	
<i>Grade V</i>	16 266,70
Jacquard markers.	
Markers in I.	
Pattern making sample tryout machinists.	
<i>Grade V “A”</i>	16 696,22
Colour Separation	
<i>Grade VI</i>	17 125,29
Dark room/Screen engraver and finisher Level 4 employees.	
Pattern graders.	
Supervisors.	
<i>Grade VI “A”</i>	19 392,59
Colourist	
<i>Grade VII “A” (i)</i>	21 359,98
An employee in charge of a dispatch department who performs clerical and other functions necessary for the receipt and dispatch of finished goods, including any of the following functions— counting and sorting; checking and packing; stock control of finished goods; making out of invoices and/or packing slips; making out consignment notes, delivery notes; making out of customer forms;	

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	<i>Minimum monthly wages w.e.f. 01/05/2021</i>
	\$
<i>Grade VII "A" (i) (continued)</i> making out of documentation, et cetera; shopkeepers.	21 359,98
<i>Grade VII "A" (ii)</i> An employee in charge of a stores department who performs clerical and other functions necessary for the receipt and issue of raw materials and accessories, including any of the following functions- counting and sorting; checking and packing; stock control of raw materials and accessories; making out of goods received records; making out of invoices and/or packing slips; making out of consignment notes and delivery notes; making out of customs forms; making out of export documentation, et cetera.	21 359,98
<i>Grade VII "B"</i> Clerk (who produces a bundle ticket with the help of a computer). Wage clerk. Stock controlling clerks.	17 125,29
<i>Grade VII "C"</i> Sales analysis clerks. Cutting order clerks. Dispatch clerks. Issuing clerks. Invoice clerks (including calculations).	13 198,18
<i>Grade VII "D"</i> Assistants to stock controlling clerks. Filing clerks. Stores assistants. Production clerks. Tally clerks.	12 647,61

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	<i>Minimum monthly wages w.e.f. 01/05/2021</i>
	\$
<i>Grade VII“E”</i>	12 647,61
All clerical workers not elsewhere specified.	
Learners	
Learners in the following occupations only—	
sewing machinists;	
cutters or choppers out;	
pattern graders;	
markers in levels 2, 3 and 4.	
First six months	10 730,35
Second six months	
plus one third of the difference	
between the minimum weekly	
wages for persons other than	
learners in the occupation in	
question and	11 416,86
Third six months	
plus two thirds of the	
difference between the	
minimum weekly wages for	
persons other than learners in	
the occupation in question and	12 032,01
(A learner shall be placed in grade II as soon as learnership as a sewing machinist has been completed, as in the case of other grades of learners, without being placed in grade 1 for a period of twelve months).	
<i>Grade VIII</i>	15 036,85
Copy typists.	
Receptionists.	
Switchboard operators.	
Telephone operators.	

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	<i>Minimum monthly wages w.e.f. 01/05/2021</i>
	\$
<i>Grade IX</i>	19 392,59
Assistant wholesale/shop managers.	
Pattern makers.	
Personnel assistants.	
Trainee work study officers.	
 <i>Grade X</i>	 22 583,51
Cutting room supervisors.	
Pre-production sample supervisors.	
Progress chasers.	
Quality controllers.	
Senior supervisors.	
Style balancing clerks.	
 <i>Grade XA</i>	 23 627,73
Computer Graphic Operator	
 <i>Grade XI</i>	 24 736,08
Cutting room managers.	
Departmental managers.	
Dispatch managers.	
Experienced work study officers.	
Level 5 employees.	
Production planners.	
Wholesale/shop administration supervisors.	
Wholesale/shop cashiers.	
Originator/Designer	
 <i>Grade XII</i>	 25 595,13
Assistant production managers.	
Designers.	

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	<i>Minimum monthly wages w.e.f. 01/05/2021</i>
<i>Grade XIII</i>	\$ 27 927,00
Personnel officers.	
<i>Grade XIV</i>	36 210,76
Production managers.	
<i>Grade XV</i>	41 918,74
Factory managers.	

Employees with ten or more years of continuous service with the same employer shall be paid at a rate of not less than *five per centum* above the current minimum specified for their occupation in the foregoing grading scheme.

Employees authorised to attend workshops/seminars shall not suffer loss of pay for attending such workshops/seminars.

It is specifically agreed that any statutory increase that may come into force during the twelve months following the gazetting of this agreement shall not be in addition to wage increases incorporated in the above rates, except that if such statutory increases should be higher than the above increases the wages will be increased by the amount by which the statutory increase exceeds the increase provided above.

This agreement shall be deemed to have come into effect from 1st May, 2021.

*Declaration*

The employers' organisations and the trade unions, having arrived at the further agreement set forth herein, the undersigned declare that the foregoing is the agreement arrived at, and affix their signatures hereto.

Signed at Harare, this 20th day of May, 2021.

J. M. GWAVAVA,  
Acting Chairperson,  
National Employment Council for the Clothing Industry.

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M. KATUMBA,  
President,  
National Union of the Clothing Industry.

K. MVUKWE,  
President,  
Clothing Industry Workers Union.

J. YOUMANS,  
Chairperson,  
Zimbabwe Clothing Manufacturers' Association.

Dr. J. MUTASA,  
President,  
Indigenous Clothing Manufacturers' Association.

J. MASHINTI,  
General Secretary,  
National Employment Council for the Clothing Industry.