



Statutory Instrument 61 of 2023.

[CAP. 28:01

**Collective Bargaining Agreement: National Employment Council
for the Leather and Footwear, Sports Equipment, Animal Skin
Processing and Taxidermy, Leather Goods, Travel and Canvas
Goods Manufacturing Industries**

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 Labour Act [*Chapter 28:01*].

SCHEDULE

**THE NATIONAL EMPLOYMENT COUNCIL FOR THE
LEATHER AND FOOTWEAR, SPORTS EQUIPMENT, ANIMAL
SKIN PROCESSING AND TAXIDERMY, LEATHER GOODS,
TRAVEL AND CANVAS GOODS MANUFACTURING
INDUSTRIES**

**COLLECTIVE BARGAINING AGREEMENT: LEATHER
AND FOOTWEAR, SPORTS EQUIPMENT, ANIMAL SKIN
PROCESSING AND TAXIDERMY, LEATHER GOODS,
TRAVEL AND CANVAS GOODS MANUFACTURING
INDUSTRIES**

Memorandum of agreement made and entered into, in accordance with the provisions of the Labour Act [*Chapter 28:01*], by and between the Footwear Manufacturers and Tanners Association, Leather Goods Employers, Sports Equipment Manufacturers' Association, Animal Skin Processing and Taxidermy Employers, Travel and Canvas Goods Employers' Association (hereinafter referred to as "the employers association"), on the one part, and the Zimbabwe Leather Shoe and Allied Workers' Union (hereinafter referred to as "trade union"), on the other part, being parties to the Employment Council for the Leather and Footwear, Sports Equipment, Animal Skin Processing and Taxidermy, Leather Goods, Travel and Canvas Goods Manufacturing Industries.

The new rate of pay applicable in the case of Leather and Footwear, Sports Equipment, Animal Skin Processing and Taxidermy and Leather Goods Manufacturing, Travel and Canvas Goods Manufacturing from and including 1st September to 31st December, 2022, shall be calculated



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on the current hourly, weekly or monthly wage of the employee. The wages are expressed in Zimbabwe dollars.

Notwithstanding the above requirement, the minimum weekly rate of pay, shall be as follows—

FIRST, THIRD, FOURTH AND FIFTH SCHEDULES
 1ST SEPTEMBER TO 31ST DECEMBER, 2022

Grade	Current Weekly Wage	Increase %	Sept to Dec 2022 Minimum weekly wage
A1	21 684,88	41,0811	30 593,27
A2	21 999,32		31 036,89
A3	22 259,44		31 403,87
B1	20 693,53	41,0811	29 194,67
B2	20 955,21		29 563,85
B3	21 216,40		29 932,33
C1	19 707,99	41,0811	27 804,25
C2	19 955,72		28 153,76
C3	20 202,46		28 501,86
D1	18 785,40	41,0811	26 502,66
D2	19 018,76		26 831,87
D3	19 247,87		27 155,10
E1	17 894,34	41,0811	25 245,53
E2	18 119,54		25 563,25
E3	18 340,23		25 874,60
F1	17 031,04	41,0811	24 027,58
F2	17 247,88		24 333,50
F3	17 462,05		24 635,65
G1	16 217,94	41,0811	22 880,45
G2	16 422,12		23 168,51
G3	16 626,36		23 456,65
H1	15 445,78	41,0811	21 791,08
H2	15 641,54		22 067,26
H3	15 833,17		22 337,61

The notches shall be maintained as per the CBA Statutory Instrument 246 of 1993, as amended.



S.I. 61 of 2023

In addition to the above, the following allowances will be payable monthly in all the subsectors listed—

10% Housing allowance based on current basic wage for the employee.

10% Transport allowance based on current basic wage for the employee.

Deductions

Employment Council Dues: These Employment Council dues are 2% of basic monthly minimum wage, employee contribution and an equal amount employer contribution. In other words, employee contributions are ZWL\$1 888,41 per employee and an equal amount from the employer of ZWL\$1 888,41 making a total of ZWL\$3 776,83 in September, 2022 to December, 2022.

Declaration

The Tanners and Shoe Manufacturers' Association representing all employers in the Leather and Shoe, Sports Equipment, Taxidermy and Animal Skin Processing, Travel Goods and Canvas Manufacturing Sector and the Zimbabwe Leather Shoe and Allied Workers' Union representing all the employees in the Industry, having arrived at the agreement set forth herein, the undersigned hereby declare that the foregoing is the agreement arrived at and effective from the 1st of September, 2022 to 31st December, 2022, affix their signatures hereto.

In addition, it was further agreed that the new wages will be paid in the following manner—

100% of the new basic minimum wages as at 1st September, 2022, shall follow the prevailing interbank rate on the date of payment of wages.

Signed at Harare on 25th October, 2022, for and on behalf of the parties.

S. NKIWANE,
Chairperson
National Employment Council
for the Leather, Footwear, Sports
Equipment Animal Skin Processing
and Taxidermy, Leather Goods, Travel
and Canvas Goods Manufacturing Industries.





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J. MANYADZA,
General Secretary
Zimbabwe Leather Shoe and Allied
Workers Union.

A. TAMBAMA,
General Secretary
National Employment Council
for the Leather, Footwear, Sports
Equipment, Travel Goods and Canvas
Goods Manufacturing Industries.

R. TENGANI,
Tanners and Shoe
Manufacturers Association.

*Supplement to the Zimbabwean Government Gazette dated the 19th May, 2023.
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