

Collective Bargaining Agreement: National Employment Council
for the Leather and Shoe, 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*], published the Collective Bargaining Agreement as set out in the Schedule, which was registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

SCHEDULE

THE EMPLOYMENT COUNCIL FOR THE LEATHER AND
SHOE, SPORTS EQUIPMENT, ANIMAL SKIN PROCESSING
AND TAXIDERMISTRY, LEATHER GOODS, TRAVEL AND
CANVAS GOODS MANUFACTURING INDUSTRIES

COLLECTIVE BARGAINING AGREEMENT FOR THE
LEATHER AND SHOE, SPORTS EQUIPMENT, ANIMAL
SKIN PROCESSING AND TAXIDERMISTRY, 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 the "trade union"), on the other part, being parties to the Employment Council for the Leather and Shoe, 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 Shoe, Sports Equipment, Animal Skin Processing and Taxidermy and Leather Goods Manufacturing sectors, from and including 1st July, 2021, to 31st December, 2021, shall be calculated on the current hourly, weekly or monthly wage of the employee.

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

SECOND SCHEDULE

TRAVEL GOODS SECTOR 1st JULY, 2021 TO 31st DECEMBER,
2021

Grade	Current Weekly Wage	Increase %	July to Dec 2021 Minimum weekly wage
1.1	2 769.45	50.4	4 165
1.2			4 252
1.3			4 338
2.1	2 999.86	50.4	4 512
2.2			4 602
2.3			4 693
3.1	3 241.33	50.4	4 875
3.2			4 968
3.3			5 061
4.1	3 487.50	50.4	5 245
4.2			5 358
4.3			5 470
5.1	3 785.68	50.4	5 694
5.2			5 836
5.3			5 933
6.1	4 163.82	50.4	6 262
6.2			6 479
6.3			6 696
7.1	4 739.80	50.4	7 129
7.2			7 346
7.3			7 562

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

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SIXTH SCHEDULE
CANVAS GOODS MANUFACTURING SECTOR: 1st JULY
2021 TO 31st DECEMBER, 2021

Grade	Current Weekly Wage	Increase %	July to Dec 2021 Minimum weekly wage
1.1	2 769.45	50.4	4 165
1.2			4 252
1.3			4 338
2.1	2 999.86	50.4	4 512
2.2			4 602
2.3			4 693
3.1	3 241.33	50.4	4 875
3.2			4 968
3.3			5 061
4.1	3 487.50	50.4	5 245
4.2			5 358
4.3			5 470
5.1	3 785.68	50.4	5 694
5.2			5 836
5.3			5 933
6.1	4 163.82	50.4	6 262
6.2			6 479
6.3			6 696
7.1	4 739.80	50.4	7 129
7.2			7 346
7.3			7 562

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

In addition to the above, the following allowances will be payable monthly:

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Travel goods sector

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

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

Canvas goods manufacturing sector

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 \$361 per employee and an equal amount from the employer of \$361 making a total of \$722 in July, 2021 to December, 2021.

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 July 2021 to 31st December, 2021, affix their signatures hereto.

Signed 1st September, 2021, for and on behalf of the parties.

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

I WANDIRA,
Chairman,
Employment Council for Leather,
Footwear, Sports Equipment and
Travel Goods Manufacturing
Industries.

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

E. SHAVA,
Tanners and Shoe Manufacturing.

