

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

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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 TAXIDERMY, LEATHER GOODS, TRAVEL AND  
CANVAS GOODS MANUFACTURING INDUSTRIES

COLLECTIVE BARGAINING AGREEMENT FOR THE  
LEATHER AND SHOE, 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 the "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 Sectors, from and including 1st July, 2021 to December, 2021, shall be calculated on the current

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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 SCHEDULE

LEATHER AND FOOTWEAR MANUFACTURING SECTOR 1st  
JULY, 2021 TO 31st DECEMBER, 2021

Grade	Current Weekly Wage	Increase %	July to Dec 2021 Minimum weekly wage
A1	3 888,13	50.4	5 848
A2			5 933
A3			6 003
B1	3 710.38	50.4	5 580
B2			5 651
B3			5 721
C1	3 533.67	50.4	5 315
C2			5 381
C3			5 448
D1	3 368.25	50.4	5 063
D2			5 129
D3			5 191
E1	3 208.48	50.4	4 826
E2			4 886
E3			4 946
F1	3 053.69	50.4	4 593
F2			4 651
F3			4 709
G1	2 907.90	50.4	4 373
G2			4 429
G3			4 484
H1	2 769.45	50.4	4 165
H2			4 218
H3			4 270

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

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THIRD SCHEDULE  
SPORTS EQUIPMENT MANUFACTURING SECTOR: 1st  
JULY, 2021 TO 31st DECEMBER, 2022

Grade	Current Weekly Wage	Increase %	July to Dec 2021 Minimum weekly wage
A1	3 888,13	50.4	5 848
A2			5 933
A3			6 003
B1	3 710.38	50.4	5 580
B2			5 651
B3			5 721
C1	3 533.67	50.4	5 315
C2			5 381
C3			5 448
D1	3 368.25	50.4	5 063
D2			5 129
D3			5 191
E1	3 208.48	50.4	4 826
E2			4 886
E3			4 946
F1	3 053.69	50.4	4 593
F2			4 651
F3			4 709
G1	2 907.90	50.4	4 373
G2			4 429
G3			4 484
H1	2 769.45	50.4	4 165
H2			4 218
H3			4 270

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FOURTH SCHEDULE

ANIMAL SKIN PROCESSING AND TAXIDERMY SECTOR:  
1st JULY, 2021 TO 31st DECEMBER, 2021

Grade	Current Weekly Wage	Increase %	July to Dec 2021 Minimum weekly wage
A1	3 888,13	50.4	5 848
A2			5 933
A3			6 003
B1	3 710.38	50.4	5 580
B2			5 651
B3			5 721
C1	3 533.67	50.4	5 315
C2			5 381
C3			5 448
D1	3 368.25	50.4	5 063
D2			5 129
D3			5 191
E1	3 208.48	50.4	4 826
E2			4 886
E3			4 946
F1	3 053.69	50.4	4 593
F2			4 651
F3			4 709
G1	2 907.90	50.4	4 373
G2			4 429
G3			4 484
H1	2 769.45	50.4	4 165
H2			4 218
H3			4 270

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

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FIFTH SCHEDULE

LEATHER GOODS MANUFACTURING SECTOR 1st JULY,  
2021 TO 31st DECEMBER, 2021

Grade	Current Weekly Wage	Increase %	July to Dec 2021 Minimum weekly wage
A1	3 888.13	50.4	5 848
A2			5 933
A3			6 003
B1	3 710.38	50.4	5 580
B2			5 651
B3			5 721
C1	3 533.67	50.4	5 315
C2			5 381
C3			5 448
D1	3 368.25	50.4	5 063
D2			5 129
D3			5 191
E1	3 208.48	50.4	4 826
E2			4 886
E3			4 946
F1	3 053.69	50.4	4 593
F2			4 651
F3			4 709
G1	2 907.90	50.4	4 373
G2			4 429
G3			4 484
H1	2 769.45	50.4	4 165
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The notches shall be maintained as per the CBA Statutory Instrument 246 of 1993 as amended.

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

**Leather and Footwear Manufacturing Sector**

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

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

**Sports Equipment Manufacturing Sector**

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

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

**Animal Skin Manufacturing and Taxidermy Sector**

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

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

**Leather 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 \$361,00, per employee and an equal amount from the employer \$361,00 making total of \$722,00, in July, 2021 to December 2021.

*Declaration*

The Tanners and Shoe Manufacturers' Association representing all employers in the Leather, Leather Goods, Footwear, 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,  
Footwear, Sports Equipment and  
Travel Goods Manufacturing  
Industries.

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

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

E SHAVA  
Tanners and Shoe Manufacturing.

