DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 6794 **7 November 2025**

LABOUR RELATIONS ACT, 1995

NATIONAL TEXTILE BARGAINING COUNCIL: EXTENSION TO NON-PARTIES OF THE MAIN COLLECTIVE AMENDING AGREEMENT

I, **NOMAKHOSAZANA METH**, Minister of Employment and Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the **National Textile Bargaining Council**, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry with effect from the Second Monday after publication of this Notice and shall remain in force until such time it is amended by the parties to the Council from time to time.

MS N METH, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 29/10/2025.....

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SCHEDULE

NATIONAL TEXTILE BARGAINING COUNCIL

MAIN COLLECTIVE AMENDING AGREEMENT FOR

THE TEXTILE INDUSTRY OF THE REPUBLIC OF SOUTH AFRICA

in accordance with the provisions of the Labour Relations Act, 1995 (as amended), made and entered into by and between the

South African Cotton Textile Processing Employers' Association (SACTPEA)

National Manufactured Fibres Employers' Association (NMFEA)

National Association of Worsted Textile Manufacturers (NAWTM)

Narrow Fabric Manufacturers' Association (NFMA)

South African Wool and Mohair Processors' Employers' Organisation (SAWAMPEO)

National Textile Manufacturers' Association (NTMA)

South African Home Textiles Manufacturers Employers' Organisation (HOMETEX)

South African Blankets Manufacturers Employers' Organisation (SABMEO)

Wool and Mohair Brokers Employers' Organisation of South Africa (WAMBEOSA)

Polypropylene Products Manufacturers Employers' Organisation (POLYPROP)

(hereinafter referred to as the "employers' organisations") of the one part,

and the

Southern African Clothing and Textile Workers' Union (SACTWU)

(hereinafter referred to as the "trade union") of the other part, being the parties to the

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National Textile Bargaining Council to amend the Main Collective Agreement published under Govemement Notice No. R.1137 of 06 September 2019; No. R.1398 of 24 December 2020, No. R. 484 of 20 August 2021, I Notice No R. 498 of 24 August 2021 and Notice No R. 1343 of 14 October 2022.

PART 1

A. APPLICATION

1. SCOPE OF APPLICATION

(1.1) This Agreement applies to all employers and all employees who are engaged in the Textile Industry, as defined hereunder , in the Republic of South Africa.

(1.2) The Textile Industry in the Republic of South Africa is defined as follows:

"**Textile Industry or Sector or Industry**" – means without in anyway limiting the ordinary meaning of the expression, the enterprise in which the employer(s) and the employees are associated, either in whole and or in part, for any activity relating to the processing or manufacture of fibres, filaments or yarns, natural or man-made and the processing or manufacture of products obtained there from, including all activities incidental thereto or consequent thereon, defined as follows:

1.1 General scope as defined by process and activity for the Textile Manufacturing Industry

1.1.1. Fibre Manufacture and Preparation

The handling, processing and manufacture of all classes of fibre, filaments including monofilaments, yarns, threads, blends and manufactured raw materials from which these are derived, which shall include, but not be limited to, the fibres manufactured or processed from the following types of raw material:

1.1.1.1 Natural Fibres

- Vegetable fibres: cotton, kapok, coir, flax, hemp, jute, kenaf, ramie manila, henequen, sisal, sugar cane or other plant seeds, bast or leaf material.
- Animal fibres: wool, mohair, cashmere, silk, angora, alpaca, feathers and any type of animal hair.

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- Mineral fibres: asbestos or other inorganic material.

1.1.1.2 Manufactured Fibres:

- Synthetic polymers: including poly-methylene, polyolefin, polyvinyl, polyurethane, polyamide, aramid, polypropylene, polyester (PET/polyethylene terephthalate) and synthetic poly-isoprene
- Natural polymers: including made from or comprising alginate, rubber, regenerated proteins, regenerated cellulose and cellulose ester
- Minerals: including rock wool, carbon fibre and glass fibre or any other fibre manufactured from minerals and,
- All other manufactured fibres and tapes not specified above.

1.1.2 Preparation of Natural and Blended Fibres

The receiving, sorting, grading, weighing, cataloguing, washing, scouring, ginning, fibre-working, blending, carding, combing, cutting, dyeing, bleaching, cleaning, as well as the activities performed by wool and mohair brokers, buyers, and dealers; and any other activities carried on in an enterprise.

1.1.3 Manufacture Textiles

The manufacture, processing, dyeing, finishing, and further processing of all classes of woven, non-woven, crocheted and braided textiles from any of (or combinations of) the inputs specified in 1.1.1 utilising the activities and processes of carding, combing, spinning, winding, twisting, drawing-in, warping, weaving, crocheting, braiding, embroidering, tufting, plaiting, feting, blending, raising, needling, stitch-bonding, spun laid, wet laid or other bonding processes, printing, dyeing, lamination, making-up and finishing as well as any other products made from raw materials produced by the processes and activities referred to 1.1.1.1 and 1.1.1.2 and 1.1.2 above.

1.2 General scope as defined by product:

The process and activities referred to in sub-clause 1.1, shall include, but not be limited to, the following products (used here simply as an indicative list):

- synthetic textile fibres and yarns;
- vegetable fibres and yarns (including the activities conducted in cotton gins)

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- woven fabrics and products;
- stitch bond fabrics and products;
- non-woven fabrics and products;
- woven, crocheted, braided, plaited, knitted tapes, narrow fabric products (whether rigid or elasticised) webbing, interlinings, tapes, strapping or bias binding / clothing accessories;
- embroidery (where done in an establishment not covered by the National Clothing Bargaining Council);
- frills, tassels, bows and similar finishings;
- shoe laces;
- lace and netting; (general)
- worsted tops or noils, or yarns or fabrics;
- towelling or towels;
- all types of made-up textiles, including curtains and blinds, sheets, bed-spreads, quilts, duvets and other bed linen; pillows and cushions; shopping and packaging bags, textile materials found in bathrooms and restrooms
- carpets, rugs, mats and matting, carpet tiles, and rugs (including as used in applications for floors and walls in domestic, commercial and residential premises, as well as that found in all types of automobiles, airplanes, trains, ships and any other form of transport);
- flock, foam, wadding, or padding, including shoulder padding, and all items with feather fillings;
- under-felt and felt;
- cleaning cloths, cleaning rags, dusters;
- blanketing, blankets, travelling-rugs, shawls;
- tyre-cord, belting, hose, tank fabrics, conveyor belts;
- textiles used to reinforce plastics; mining and civil engineering;
- textiles like separation, drainage and reinforcement materials, mine props, backfill fabrics, ventilation curtains, blast barricades;
- textiles used in agriculture/horticulture, like those for weed control, hail and frost protection, early crop ripening, bags for fertilizers/produce;

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- textiles for tarpaulins, awnings, furnishings, umbrellas, footwear, automotive trim, taut liner truck curtains, luggage, sail cloth, airbags, spinnakers, hot air balloons, print screens, paper felts, arrestor fabrics;
- medical textiles like blood filters, membranes, bandages, cotton wool, lints, gauze, swabs, surgical dressing, and sanitary towels;
- fabrics used to filter air, gas or liquids;
- fabrics used for protective garments such as breathable fabrics, flame-proof fabrics, acid-proof fabrics, bullet-proof fabrics; brake and clutch linings, gland packings, seals; cord, ropes, twine, nets, and netting.

2 DEMARCATION BY SUB-SECTOR AND SECTION

2.1 HOME TEXTILE AND BLANKET SUB-SECTOR

2.1.1 BLANKET SECTION

2.1.1.1 Definition

The Blankets Section, without in any way limiting the ordinary meaning of the expression, shall mean the industry in which employers and employees are associated, either in whole or in part, for any activity whatsoever, for the manufacture of:

i. All types of blanket and blanketing (not limited to blanketing throws, travelling rugs and shawls, whether un-raised, raised, plain, dyed, printed, blanketing in roll-form or otherwise treated) made by woven, knitted (circular or warp), needle-punch, tufted, malipol, malimo processes and fleece processes.

ii. Yarns for sale or on commission, if such yarns in the final weight of woollen, worsted, acrylic, cotton, mohair or mixed composition yarns, measure 5 000 metres or more (50d-tex or more) to the kilogram, 9 Number metric (Nm) minimum or 100 tex, (meaning 100 grammes/1000 metres), for use in the manufacture of the articles refer to in paragraph (i).

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iii. It shall include all operations, products and activities incidental thereon to and consequent upon such operations and manufacture, including sales delivery, distribution, storage and administration of blanket products.

2.1.1.2 Products

Blanketing, Blankets, Travelling Rugs and Shawls

2.1.1.3 Fibre Preparation Processes

The handling, processing and manufacture of all classes of fibre, yarns, blends and manufactured raw materials from which these are derived, which shall include, but not limited to the fibres processed from the following types of raw material:

Natural Fibres:

Vegetable fibres: Cotton, linen, kapok, coir, flax, hemp, jute, kenaf, ramie, manila, henequen, sisal, sugarcane, or other plant seeds, bast or leaf material.

Animal Fibres:

Wool, mohair, cashmere, silk, angora, alpaca and any other type of animal hair.

Regenerated Fibres:

Bamboo and viscose

Manufactured Fibres:

Synthetic polymers: Acrylic, polyester, aramid, polyethylene, polyolefin, polyvinyl, polyurethane, polyamide, aramid, polyester and synthetic polyisoprene.

Natural polymers: Alginate, rubber, regenerated proteins, regenerated cellulose, cellulose ester.

All other manufactured fibres not specified above.

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2.1.1.4 Scope as defined by process and activity for the Blanket Section

2.1.1.4.1 Fibre Preparation

Sorting, Tearing and Dyeing

i. **Input Material:** Bales of pre-used fabrics
ii. **Machine and Processes:** Sorting, cutting, tearing, bale press, weighing, baling and dyeing
iii. **Output Product:** Sorted fibre ready for blending and carding

Blow Room and Carding

i. **Input Material:** Bales of fibrous textile stock
ii. **Machine and Processes:** Bale opener, automatic feed (blendomat), axi-flow, step cleaner, multi mixer, chute feed and carding
iii. **Output Product:** Sliver

Carding and Drawframe

i. **Input Material:** Textile fibrous lap and carded sliver
ii. **Machine and Processes:** Carding and Drawframe
iii. **Output Product:** Sliver

Textile Sliver Lap, Combing and Drawframe

i. **Input Material:** Drawframe sliver and Sliver Lap
ii. **Machine and Processes:** Drawframe, Sliver Lap and Comber
iii. **Output Product:** Sliver and Sliver Lap

2.1.1.4.2 Yarn Production

Ring Frame Spinning

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i. **Input Material:** Fibre in roving format
ii. **Machine and Processes:** Ringframe Spinning
iii. **Output Product:** Spun yarn on ring tube / bobbin

Rotor Spinning

i. **Input Material:** Fibre in sliver format
ii. **Machine and Processes:** Open-end machine
iii. **Output Product:** Spun yarn on cone

Friction Spinning

i. **Input Material:** Fibre in roving format
ii. **Machine and Processes:** Friction Spinning on Dref Machine
iii. **Output Product:** Spun yarn on cones

2.1.1.4.3 Yarn Packaging

i. **Input Material:** Yarn on ring-tubes / bobbin and yarn on cone
ii. **Machine and Processes:** Winding, Twisting, 2 for 1 Twisting
iii. **Output Product:** Re-winded, Re-twisted and Re-assembled yarn on cone

2.1.1.4.4 Creeling and Warping

i. **Input Material:** Spun yarns and filament yarns
ii. **Machine and Processes:** Direct creels, magazine creels, direct warping and sectional warping
iii. **Output Product:** Direct warped beams and sectional warped beams

2.1.1.4.5 Beaming and Sizing

i. **Input Material:** Spun yarns and filament yarns
ii. **Machine and Processes:** Beaming and Sizing
iii. **Output Product:** Sized weaver's beams

2.1.1.4.6 Weaving

i. **Input Material:** Spun yarns and filament yarns

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ii. **Machine and Processes:** Drawing-in, Warp and Weft bobbins, Broad Loom Weaving Process, Perching

iii. **Output Product:** Wide Fabrics

2.1.1.4.7 **Warp Knitting**

i. **Input Material:** Filament yarn on beams

ii. **Machine and Processes:** Warp knitting and circular knitting

iii. **Output Product:** Warp pile fabrics and fleece

2.1.1.4.8 **Weft Knitting**

i. **Input Material:** Yarn or cone or cheese packages

ii. **Machine and Processes:** Weft knitting

iii. **Output Product:** Pre finished weft knitted apparel

2.1.1.4.9 **Dry Fringing**

i. **Input Material:** Woven Fabrics

ii. **Machine and Processes:** Fine / Coarse

iii. **Output Product:** Fringed Shawls, Fringed Throws, Rugs with Fringes

2.1.1.4.10 **Dry Product Surface Preparation**

i. **Input Material:** Woven and Knitted Fabrics

ii. **Machine and Processes:** Cropping / Shearing, Singeing. Raising, Sanding / Sueding

iii. **Output Product:** Surface Prepared Blankets

2.1.1.4.11 **Dry Finishing and Heat Setting**

i. **Input Material:** Woven and Knitted Fabrics

ii. **Machine and Processes:** Calendaring, Embossing, Moiré Finishing

iii. **Output Product:** Smooth Lustrous Surfaced Finished Blankets, Raised Surface Blankets, Wavy Surface Blankets

2.1.1.4.12 **Wet Process Dyeing**

i. **Input Material:** Textile fibrous material, fibre and yarn material and piece dyed blankets

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ii. **Machine and Processes:** Stock, Yarn, Hank, Jet, Jigger, Beam, Continuous, Pad-batch, Winch, Space Dyeing Machines

iii. **Output Product:** Dyed fibres, Dyed yarn, Dyed piece blankets

2.1.1.4.13 Wet Process Printing

i. **Input Material:** Single blankets and Dyed blankets

ii. **Machine and Processes:** Screen, Digital, Roller and Rotary printing

iii. **Output Product:** Printed blankets

2.1.1.4.14 Wet Process Preparation

i. **Input Material:** Woven and Knitted Fabrics and Yarns for Bleaching

ii. **Machine and Processes:** Mercerizing, Bleaching, Desizing, Scouring / Washing and Milling

iii. **Output Product:** White, Cleaned and Milled Fabrics for Blankets

2.1.1.4.15 Wet Product Finishing

i. **Input Material:** Woven and Knitted Fabrics

ii. **Machine and Processes:** Resinating, Bleaching and Sanforising

iii. **Output Product:** White fabrics and Water Resistance Fabrics

2.1.1.4.16 Cut, Make and Trim

I. **Input Material:** Finished blankets

ii. **Machine and Processes:** Cutting, slitting, embroidery, sampling, loading, labelling, overlocking, whipping, folding, shrink wrapping, packing, pricing, string removal, trimming, hand knotting, sewing, binding, quality inspection, scanning, handling systems, conveyers, transporting, capturing stock on system, warehousing and distribution

iii. **Output Product:** Loose and packed blankets

2.1.2 HOME TEXTILES SECTION

2.1.2.1 Definition

The Home Textile Section, without in any way limiting the ordinary meaning of the expression, shall mean the Industry in which employers and employees are associated, either in

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whole or in part for any activity whatsoever, for the manufacture of household textiles; textile furnishings; towels and towelling; table linen and any other made-up textiles. It shall include all operations and activities incidental thereto and consequent thereon; but it shall exclude the manufacture of any garments and other products that are covered by the jurisdiction of the national clothing bargaining council. It shall include all operations, products and activities incidental thereto and consequent thereon. It shall include all operations, products and activities incidental thereon to and consequent upon such operations and manufacture, including sales delivery, distribution, storage and administration of household products.

2.1.2.2 Products

Household textiles; textile furnishings; towels and towelling; curtains, blinds, table linen; sheets, bedspreads; quilts, duvets, and other bed linen, pillows, cushions, textile materials found in bathrooms and restrooms; shopping and packaging bags; and any other made-up textiles; mattress, pillow and duvet protectors, but it shall exclude the manufacture of any garment and other products that are covered by the jurisdiction of the national clothing bargaining council.

2.1.2.3 Scope by process and activity for the Home Textile Section

2.1.2.3.1 Fibre Handling and Processing

The handling & processing of all classes of fibre, yarns, threads, blends and manufactured raw materials from which these are derived, which shall include, but not limited to the fibres manufactured or processed from the following types of raw material: **Natural Fibres: Vegetable Fibres:** Cotton, kapok, coir, flax, hemp, jute, kenaf, ramie manila, henequen, sisal, sugarcane or other plant seeds, bask or leaf material. **Animal Fibres:** Wool, mohair, cashmere, silk, angora, alpaca, feathers and any type of animal hair. **Minerals:** including rock wool, carbon fibre and glass fibre or any other fibre manufactured from minerals. **Manufactured Fibres: Synthetic polymers:** Acrylic, viscose, polyethylene, polyolefin, polyvinyl, aramid, synthetic polyisoprene, Polyethylene (PET), polyurethane and polyamide, polyester. **Natural Polymers:** Made from or comprising of alginate rubber, regenerated cellulose and cellulose ester. **Other:** all other manufactured fibres and tapes not specified above.

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2.1.2.3.1.1 **Fibre Preparation**

I. **Input Material:** Fibres as stated above.

II. **Machine and Processes:** Blending, Opening, weighing and carding.

III. **Output Product:** Opened Homogeneous Fibre.

2.1.2.3.2 **Weaving and Knitting Preparation**

2.1.2.3.2.1 **Creeling and Warping**

I. **Input Material:** Spun yarns and filament yarns.

II. **Machine and Processes:** Sectional Warping, high speed warping, (sizing, beaming off), cone winding, transporting of beams, palleting of cones.

III. **Output Product:** Warped Beams and palleted cones.

2.1.2.3.2.2 **Beaming and Sizing**

I. **Input Material:** Spun yarns and filament yarns.

II. **Machine and Processes:** Beaming and Sizing.

III. **Output Product:** Sized weaver's beams / Knitter's beams.

2.1.2.3.2.3 **Weaving**

I. **Input Material:** Beams and palleted Cones.

II. **Machine and Processes:** Transporting of beams, knotting of beams, loading weft, Weaving Process, doffing pieces.

III. **Output Product:** Woven fabric.

2.1.2.3.2.4 **Knitting**

I. **Input Material:** Beams.

II. **Machine and Processes:** Knotting of beams, knitting, doffing of pieces.

III. **Output Product:** Knitted fabric.

2.1.2.3.3 **Stitchbond**

2.1.2.3.3.1 **Creeling and Warping**

i. **Input Material:** Filament Yarn.

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ii. **Machine and Processes:** Warping and creeling.

iii. **Output Product:** Beams.

2.1.2.3.3.2 **Stitchbond**

i. **Input Material:** Beams and cross folded fibre.

ii. **Machine and Processes:** Stitchbonding

iii. **Output Product:** Stitchbonded Fabric

2.1.2.3.4 **Dyeing, Finishing and Processing**

2.1.2.3.4.1 **Wet Process Dyeing & Finishing**

i. **Input Material:** Woven, Stitchbonded and Knitted Fabric.

ii. **Machine and Processes:** Loading of dye vessels with greige rolls, bleaching, pad dyeing, offloading of dyed rolls, hydro extraction, open width offloading and Screen Printing.

iii. **Output Product:** Dyed and / or printed fabric.

2.1.2.3.4.2 **Heat Setting and Finishing**

i. **Input Material:** woven, stitchbonded and knitted fabrics

ii. **Machine and Processes:** Pre-dyeing, Stentering, tumble drying, shearing and polishing of veloured products, rolling, de-fluffing & quality control.

iii. **Output Product:** Finished Fabric.

2.1.2.3.5 **Cut, Make and Trim**

i. **Input Material:** Finished Fabric

ii. **Machine and Processes:** Overlocking, laying, cutting, sewing, quilting, labelling, binding, piping, buttonhole, button sew, folding, packing, scanning, slitting, welding, embroidering, whipping, transporting, sampling, loading, shrink wrapping, trimmers, fusing, ironing, studding, zip fitting, quality control, warehousing, distribution & handling systems.

iii. **Output Product:** Finished Products.

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2.1.2.3.6 Filling

i. **Input Material:** Opened fibre, Homogenous fibre and Fabric cases.

ii. **Machine and Processes:** Blowing, filling and closing.

iii. **Output Product:** Filled Products.

2.2 WOVEN COTTON SUB-SECTOR

2.2.1 Definition

Without in any way limiting with the ordinary meaning of the expression, shall mean the industry in which employers and employees are associated, either in whole or in part, for any activity whatsoever, for the:

(a) Manufacture of yarn from any combination of the following raw materials: cotton, spun silk, rayon, including viscose; acetate; cup ammonium; nylon; and/or any other synthetic or man-made fibre and also including all waste and/or by products from any or all such fibres (but excluding the manufacture of any worsted processed yarn for use in the worsted industry and/or extruded tape for the polypropylene industry)

(b) Manufacture of any woven cloth of fabric, from any or all of the raw materials and/or wastes and/or yarns mentioned in (a) above, including manufactured filament yarns.

(c) Printing and/or dyeing and/or finishing and/or processing of any raw materials, and/or wastes, and/or yarns and woven fabrics mentioned in (a) and (b) above.
It shall include all operations, products and activities incidental thereto and consequent thereon.

(d) Includes sales delivery, distribution, storage and administration of woven cotton products.

2.2.2 Products

Woven fabrics and products

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2.2.3 Scope as defined by process and activity for the Woven Cotton Sub-Sector

2.2.3.1 Fibre Manufacturing and Processing

The handling, processing and manufacture of all classes of fibre, yarns, threads, blends and manufactured raw materials from which these are derived, which shall include, but not limited to the fibres manufactured or processed from the following types of raw material:

Natural Fibres:

Vegetable fibres: Cotton, kapok, coir, flax, hemp, jute, kenaf, ramie, manila, henequen, sisal, sugarcane, or other plant seeds, bast or leaf material.

Manufactured Fibres:

Synthetic polymers: Polyethylene, polyolefin, polyvinyl, polyurethane, polyamide, aramid, polyester and synthetic polyisoprene.

2.2.3.2 Fibre Preparation

i. **Input Material:** Bales of fibrous textile stock, lap, carded sliver, roving
ii. **Machine and Processes:** Bale opener, automatic feed, axi flow, step cleaning, multi mixer, shoot feed, carding, combing, sliver lap and draw-frame
iii. **Output Product:** Sliver, sliver lap

2.2.3.3 Yarn Production and Yarn Packaging

i. **Input Material:** Fibre in sliver and roving format. Yarn on ring tubes / bobbin and yarn on cones
ii. **Machine and Processes:** Ring spinning, rotor spinning (Open-End), winding, twisting and doubling
iii. **Output Product:** Spun yarn on ring tube / bobbin, spun yarn on cone, re-winded, re-twisted and re-assembled yarn on cone

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2.2.3.4 Weaving Preparation

i. **Input Material:** Spun yarn and filament yarns to warp, beam and size
ii. **Machine and Processes:** Direct and sectional warping, beaming, sizing and drawing-in
iii. **Output Product:** Sectional warped beams and sized weaver's beams

2.2.3.5 Weaving

i. **Input Material:** Spun yarns and filament yarns
ii. **Machine and Processes:** Broad loom weaving process (projectile, shuttle, air jet and rapier)
iii. **Output Material:** Wide fabrics

2.2.3.6 Wet Finishing

i. **Input Material:** Fibre, yarn material, fabric
ii. **Machine and Processes:** Continuous and batch dyeing, continuous roller and screen printing, bleaching, mercerising, desizing and resinating
iii. **Output Material:** Dyed fibres, yarn and fabrics, printed fabrics, cleaned fabrics and water resistant fabrics

2.2.3.7 Dry Finishing

i. **Input Material:** Woven fabrics
ii. **Machine and Processes:** Preparation processes (cropping / shearing and singeing); Finishing processes (calendaring, raising, embossing, stentering, sueding, sanforising, decatising)

Inspection: Quality testing

iii. **Output Material:** Surfaced, smooth, raised, finished woven fabrics

2.3 NARROW FABRIC AND CLOTHING ACCESSORIES SUB-SECTOR

2.3.1 Definition

Without in any way limiting with the ordinary meaning of the expression, shall mean the industry in which employers and employees are associated, either in whole or in part, for

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any activity whatsoever, for the manufacture (be it Textile, Technical Textile , Industrial Textile or related) of woven or crochet or knitted tape, in the strip or the piece, being rigid or elasticised, having a warp and a weft, with selvedge on either side, or a warp only and being not more than 320 mm in width and the dyeing, printing, embossing/debossing and the finishing thereof. This will include labels and trims manufactured and subsequently slit. It is specifically recorded that all narrow woven, bias binding, clothing accessory and braided products will be covered. It shall include all operations, products and activities incidental thereto and consequent thereto, which further includes the sale delivery, distribution, storage, and administration of narrow woven, bias binding, clothing accessory and braided products.

2.3.2 Products

Woven, crocheted, braided, plaited, knitted tapes, narrow fabric products (whether rigid, bonded, composite or elasticised): webbing, interlinings, tapes, bias binding / clothing accessories; frills, tassels, bows, hang tags, RFID labels and similar finishing; shoe laces, cords, rope, twin; wicks; lace and netting (general). Safety equipment (CMT) using narrow fabric's (safety harnesses, slings and specialised CTFL products)

2.3.3 Scope as defined by process and activity for the Narrow Fabric and Clothing Accessories Sub-Sector

2.3.3.1 Fibre Manufacturing and Processing

The handling & processing of all classes of fibre, yarns, threads, blends and manufactured raw materials from which these are derived, which shall include, but not limited to the fibres manufactured or processed from the following types of raw material: Natural Fibres: Vegetable Fibres: Cotton, bamboo, lyocell, modal, kapok, coir, flax, hemp, jute, kenaf, ramie manila, henequen, sisal, sugarcane or other plant seeds, bask or leaf material. Animal Fibres: Wool, mohair, cashmere, silk, angora, alpaca, feathers and any type of animal hair. Minerals: including rock wool, carbon fibre and glass fibre or any other fibre manufactured from minerals. manufactured Fibres: Synthetic polymers: Acrylic, viscose, polyethylene, polyolefin, polyvinyl, aramid, synthetic polyisoprene, Polyethylene (PE), Polypropylene (PP), Ultra-high molecular-weight polyethylene (UHMWPE), polyurethane and

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polyamide, polyester (PET): Natural Polymers: Made from or comprising of alginate rubber, regenerated cellulose and cellulose ester. Other: all other manufactured fibres and tapes not specified above.

2.3.3.2 Yarn Production

Speciality Yarn Assembly

i. **Input Material:** Bare elastane and/or man-made flat or textured filament yarn
ii. **Machine Processes:** Assembling 2 or more yarn components by means of air intermingling or conventional covering
iii. **Output:** Intermingling yarn, single or double covered yarns

2.3.3.3 Man-Made Fibre Extrusion

i. **Input Material: polyethylene and polypropylene or other extrudable polymers, both virgin and recycled** polymer chips
ii. **Machine Processes:** Extrusion machine: extrusion process and winding tape onto bobbins
iii. **Output Product:** Polypropylene tape and mono-filament yarn and Polyethylene mono-filament yarn and other polymer tapes and monofilament yarns

2.3.3.4 Creeling and Warping

i. **Input Material:** Spun yarns, flat yarns, filament yarns and mono filament yarns
ii. **Machine and Processes:** Direct creels, magazine creels, direct warping, sectional warping and positive feed creels
iii. **Output Product:** Direct warped beams and sectional warped beams

2.3.3.5 Beaming and Sizing

i. **Input Material:** Spun yarns flat yarns, filament yarns and mono filament yarns
ii. **Machine and Processes:** Beaming and sizing
iii. **Output Product:** Sized weaver beams, knitter beams and braiding beams

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2.3.3.6 **Weaving**

i. **Input Material:** Yarns on beams, cones/cores and creels

ii. **Machine and Processes:** Narrow loom weaving process

iii. **Output Product:** Narrow fabrics, webbing, tapes and narrow elastic tapes

2.3.3.7 **Crochet Knitting**

i. **Input Material:** Yarn on beams, cones/cores and creels

ii. **Machine and Processes:** crochet knitting

iii. **Output Product:** Knitted elastic and ridged tapes

2.3.3.8 **Braiding**

i. **Input Material:** Twisted yarn, spun yarn, flat yarn, filament yarn and mono-filament yarn

ii. **Machine and Processes:** Twisting on twisting machine, ply winder, up-twister (2for1 Twister) winding machine, braiding machine, tipping machine, knit braiding machine and cabling machine.

iii. **Output Product:** Cabled cord/rope/twine, braided cord/rope/twine, knit braided cord/rope, twisted cord/rope/twine

2.3.3.9 **Textile Dry Finishing and Heat Setting**

i. **Input Material:** Narrow woven fabrics and tapes, narrow knitted fabrics, braided laces, cords & ropes.

ii. **Machine and Processes:** Embossing on the embossing machine, debossing on the debossing machine, heat setting on the heat setting machine. Tensile setting of technical narrow woven or knitted tapes.

iii. **Output Product:** Smooth lustrous surfaced finished narrow fabric / tapes, raised surface design narrow fabric and tapes, sunken surface design narrow fabric and tapes, wavy surface narrow fabric and tapes, low shrinkage narrow fabrics and tapes and technical narrow woven fabric and tapes.

2.3.3.10 **Textile Wet Process Preparation**

i. **Input Material:** Narrow fabrics

ii. **Machine and Processes:** Scouring and /or washing and / or pre-shrinking

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iii. **Output Product:** Cleaned and prepared for dyeing narrow fabric tapes (PFD product)

2.3.3.11 Textile Wet Process Dyeing

i. **Input Material:** Yarn, various narrow woven fabrics, laces, tapes, cords, ropes and elastics

ii. **Machine and Processes:** Dyeing by using a stock, yarn, beam and / or space dyeing machines and/or sizing (starch) pigmenting

iii. **Output Product:** Dyed yarn, dyed narrow fabric and pigmented narrow fabrics

2.3.3.12 Textile Wet Process Printing

i. **Input Material:** Greige narrow fabric, dyed narrow fabric, plastic, paper and cardboard

ii. **Machine and Processes:** Screen, Digital, Roller, Rotary, Flatscreen and inkjet printing. Embossing and debossing printing.

iii. **Output Product:** Printed narrow fabric. Clothing accessories printed labels, hangtags, RFID labels (clothing accessories to apparel)

2.3.3.13 Textile Wet Process Coating

i. **Input Material:** Narrow fabrics, woven, crochet knitted, and braided.

ii. **Machine and Processes:** Transfer coating on a coating machine, direct / double sided coating. Film coating on a film coating machine, PVC coating

iii. **Output Product:** Narrow woven lashing and strapping; Waxed and coated cords and ropes; Aeronautical cords; Paraglider and Parachute cords and ropes; Braided fishing and speargun lines.

2.3.3.14 Cut, Make and Trim

i. **Input Material:** Narrow woven and crochet fabric, webbing, cords, ropes and elastics; clothing accessory components (example hook & eye, buttons); Narrow fabric handles, harness slings and specialised CTFL product.

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ii. **Machine and Processes:** Sizing, sorting; cutting, slitting, winding, sampling, labelling, sewing, overlocking, whipping, trimming, hand knotting, tasselling, bow making, hook & eye fitting, quality inspection, packing, stringing; pricing, capturing stock on systems.

iii. **Output Product:** FINAL PRODUCT: Final Narrow Woven; Crochet knitted; Braiding; Clothing Accessories (e.g. hook & eye, frills, tassels bows, hangtags RFID and other labels) and Safety Equipment (e.g. harnesses /slings) Products

2.3.3.15 **Sales and delivery:**

i. **Input Material:** Final Product: narrow woven, bias binding, clothing accessory and braided products (Narrow woven and crochet fabric tapes, webbing, and elastics braided laces, cords, ropes; clothing accessory components) including CMT (example safety equipment) using narrow woven, bias binding, clothing accessory and braided input products.

ii. **Processes:** sales delivery, distribution, storage and administration of Narrow woven, crochet fabric tapes, webbing, and elastics braided laces, cords, ropes; clothing accessory components and safety equipment, products;

iii. **Output Product:** Warehousing and or delivered to customer and or end user.

2.4 POLYPROPYLENE SUB-SECTOR

2.4.1 Definition

Industry shall mean the polypropylene manufacturing industry, in which employers and employees are associated, either in whole or in part, for any activity whatsoever, for the manufacture of polypropylene fabric in circular or open width form and / or the processing of polypropylene fabric for use in cut, make and trim processes for the manufacture of a range of bags or other polypropylene products which are used for a variety of end applications. It shall include all operations and activities incidental thereto and consequent thereon.

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2.4.2 Products

Fabric and Bags

2.4.3 Fibre Manufacturing and Processing

The handling, processing and manufacture of all classes of fibre, yarns, threads, blends and manufactured raw materials from which these are derived, which shall include, but not limited to the fibres manufactured or processed from the following types of raw material: Extruded Polypropylene Tapes

2.4.4 Scope as defined by process and activity for the Polypropylene Sub-Sector

2.4.4.1 Tape Manufacturing

i. **Input Material:** Polypropylene, (including, polymer blends) both virgin and recycled
ii. **Machine and Processes:** Extrusion and winding onto bobbins.
iii. **Output Product:** Polypropylene Tape.

2.4.4.2 Weaving Preparation and Weaving

Warping

i. **Input Material:** Polypropylene tape on Bobbins.

ii. **Machine and Processes:** Creeling, Warping and Leasing.
iii. **Output Product:** Warped Beams.

Flat Weaving

I. **Input Material:** Beams and weft Bobbins.
II. **Machine and Processes:** Transporting of beams, knotting of beams, loading weft, Weaving Process, doffing pieces.
III. **Output Product:** Woven fabric.

Circular Weaving

I. **Input Material:** Bobbins for Warp and Weft.

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II. **Machine and Processes:** Weaving, doffing of pieces.
III. **Output Product:** Woven fabric.

Webbing Weaving

I. **Input Material:** Bobbins for Warp and Weft
II. **Machine and Processes:** Weaving, doffing of pieces.
III. **Output Product:** Woven Webbing.

2.4.4.3 Coating and Printing and Processing

Coating

i. **Input Material:** Woven Fabric, Polypropylene pellets and / or other types of Polymers.
ii. **Machine and Processes**: Loading of fabric onto coating machine, Extrusion of Polypropylene film onto fabric, off-loading of rolls.
iii. **Output Product:** Coated Fabric.

Printing

i. **Input Material:** Woven fabric, coated or uncoated.
ii. **Machine and Processes:** Batch, Stencil, Flexograph, Screen and Digital Printing.
iii. **Output Product:** Printed Fabric panels.

2.4.4.4 Cut, Make and Trim

i. **Input Material:** Finished Fabric
ii. **Machine and Processes:** laying, cutting, sewing, overlocking, inserting liners labelling, folding, packing, scanning, bailing, transporting, quality control, warehousing, distribution & handling systems.
iii. **Output Product:** Finished Polypropylene Products.

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2.5 WORSTED AND WOOL & MOHAIR SUB-SECTOR

2.5.1 WORSTED SECTION

2.5.1.1 Definition

Industry shall mean the Worsted manufacturing industry, in which employers and employees are associated, either in whole or in part, for any activity whatsoever, for the manufacture of worsted tops and/or noils, worsted yarns and/or worsted fabrics; and woollen and/or mixed yarns and/or woollen or mixed cloths and/or by-products from waste or other products. It shall include all operations and activities incidental thereto and consequent thereon.

2.5.1.2 Products

Worsted tops or noils
Worsted Yarns or fabrics

2.5.1.3 Fibre Manufacturing and Processing

The handling, processing and manufacture of all classes of fibre, yarns, threads, blends and manufactured raw materials from which these are derived, which shall include, but not limited to the fibres manufactured or processed from the following types of raw material:

Natural Fibres

Vegetable Fibres: Cotton, kapok, coir, flax, hemp, jute, kenaf. Ramie, manila, henequen, sisal, sugarcane or other plant seeds, bast or leaf material.

Animal fibres: wool, mohair, cashmere, silk, angora, alpaca, feather and any type of animal hair

Mineral Fibres:

Asbestos or other inorganic material

Manufactured Fibres:

Synthetic Polymers: Polyethylene, polyolefin, polyvinyl, polyurethane, polyamide, aramid, polyester and synthetic polyisoprene.

Natural Polymers

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Made from or comprising alginate rubber, regenerated proteins, regenerated cellulose and cellulose ester. Minerals including rock wool, carbon fibre and glass fibre or any other fibre manufactured from minerals and all other manufactured fibres and tapes not specified above.

2.5.1.4 Scope as defined by process and activity for the Worsted Section

2.5.1.4.1 Fibre Preparation

i. **Input Material:** Bales of fibrous textile stock, as well as fibre sliver tops, blending, mixing, drafting of sliver
ii. **Machine and Processes:** Blowroom, carding, drawframe, speedframe, sliver lap, combing
iii. **Output Product:** Sliver

2.5.1.4.2 Yarn Production

Ringframe Spinning

i. **Input Material:** Fibre in roving and sliver format
ii. **Machine and Processes:** Ringframe Spinning
iii. **Output Product:** Spun yarn on ring tube / bobbin

Rotor Spinning

i. **Input Material:** Fibre in sliver format
ii. **Machine and Processes:** Open-end machine
iii. **Output Product:** Spun yarn on cone

Speciality Yarn Assembly

i. **Input Material:** Bare elastane and man-made flat or textured filament yarn
ii. **Machine Processes:** Hollow spindle fancy yarn production
iii. **Output:** Air intermingling yarn, single or double stretch yarns

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Yarn Packaging

i. **Input Material:** Yarn on ring-tubes / bobbin and yarn on cone
ii. **Machine and Processes:** Winding, Twisting, Doubling
iii. **Output Product:** Re-winded, Re-twisted and Re-assembled yarn on cone

2.5.1.4.3 Wet Dyeing, Wet Printing and Wet Finishing

i. **Input Material:** Yarns for bleaching and washing, yarns and fabric for dyeing, printing and softening
ii. **Machine and Processes:** Yarn Printing, yarn dyeing, yarn softening, bleaching and washing
iii. **Output Product:** Worsted yarns and fabrics

2.5.1.4.4 Dry Finishing

i. **Input Material:** Worsted yarn and fabrics
ii. **Machine and Processes:** Balling, cone winding and brand labelling
iii. **Output Product:** Worsted yarns and fabrics

2.5.2 WOOL AND MOHAIR SECTION

2.5.2.1 Definition

The Wool and Mohair Section, without in any way limiting the ordinary meaning of the expression, shall mean the industry in which employers and employees are associated, either in whole or in part, for any activity whatsoever, for the processing of:

i. Wool and / or Mohair, which includes the handling, brokerage, receiving, grading, sorting, weighing, cataloguing, as well as the blending, washing (scouring), carbonising, bleaching, carding, combing, shrink proofing of wool, mohair or similar natural fibres.

ii. It shall include all operations, products and activities incidental thereon to and consequent upon such operations and processing, including sales delivery, distribution, storage and administration.

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2.5.2.2 Products

Scoured-, carbonized-, shrink proof treated-, carded-, combed- wool, mohair or similar natural fibres, as well as their by-products.

2.5.2.3 Fibre Processing

The handling and processing of all classes of natural fibres which shall include but not limited to the fibres processes from the following types of raw material:

Natural Fibres

Wool, Mohair, or similar natural fibres.

2.5.2.4 Scope as defined by process and activity for the Wool and Mohair Section

2.5.2.4.1 Fibre Preparation

Blending and sorting

i. **Input Material:** Bales of greasy wool or mohair.
ii. **Processes:** Bale opening, checking, evaluating, weighing, sorting, and packing.
iii. **Output Product:** Sorted, evaluated and verified product.

2.5.2.4.2 Scouring (washing) and carbonizing

i. **Input Material:** Blended greasy wool, mohair or similar natural fibres.
ii. **Machine and Processes:** Scouring line for the opening, washing, and / or carbonizing and drying of the fibre. Bale press and scale to pack and weigh the scoured or carbonized product.
iii. **Output Product:** Scoured or carbonized product.

2.5.2.4.3 Carding and combing

i. **Input Material:** Scoured or carbonized wool, mohair or similar natural fibres.

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ii. **Machine and Processes:** Carding, combings, gilling, packing, baling, weighing.

iii. **Output Product:** Sliver, combed sliver or top packed in a bale.

2.5.2.4.4 **Shrink proofing**

i. **Input Material:** Combed wool or mohair sliver or other form.

ii. **Machine and Processes:** Shrink proofing process line, followed by gilling, baling and weighing.

iii. **Output Product:** Shrink proof treated wool or mohair fibre packed in a bale.

2.6 MANMADE FIBRE SUB-SECTOR

2.6.1 **Definition**

Without in any way limiting with the ordinary meaning of the expression, shall mean the industry in which employers and employees are associated, either in whole or in part, for any activity whatsoever, for the making of manufactured fibres, including the manufacture and distribution of polymers or other materials from which manufactured fibres are derived, the dyeing and / or finishing and / or processing in any manner whatsoever of such fibres, polymers or materials. It shall include all operations, products and activities incidental thereto and consequent thereon.

2.6.2 **Products:** Synthetic textile fibres and yarns

2.6.3 **Fibre Manufacture and Processing**

The handling, processing and manufacture of all classes of fibre, filaments including monofilaments, yarns, threads, blends and manufactured raw materials from which these are derived, which shall include, but not limited to the fibres manufactured or processed from the following types of raw material:

Natural Fibres:

Cotton, kapok, coir, flax, hemp, jute, kenaf, ramie manila, Vegetable henequen, sisal, sugarcane or other plant seeds, bast or leaf material.

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Animal Fibres:

Wool, mohair, cashmere, silk, angora, alpaca, feathers and any type of animal hair.

Mineral Fibres:

Asbestos or other inorganic material.

Manufactured Fibres:

Synthetic polymers: Polyethylene, polyolefin, polyvinyl, polyurethane, polyamide, aramid, polypropylene, polyester (PET/polyethylene terephthalate) and synthetic polyisoprene.

Natural Polymers: Made from or comprising alginate rubber, regenerated proteins, regenerated cellulose and cellulose ester.

Minerals: Including rock wool, carbon fibre and glass fibre or any other fibre manufactured from minerals.

Other: All other manufactured fibres and tapes not specified above.

2.6.4 **Scope as defined by process and activity for the Man-Made Fibre Sub-Sector**

2.6.4.1 Yarn Production

2.6.4.1.1 Manmade Fibre Extrusion

I. **Input Material:** virgin and recycled polymer chips / flacks / re-grind

II. **Machine Processes:** Extrusion machine: extrusion process and winding tape onto bobbins

III. **Output Product:** Fibre, filaments and mono-filaments

2.6.4.1.2 Man-Made Fibre Texturing

i. **Input Material:** POY multifilament yarn

ii. **Machine Processes:** Drawing and false twist of filament process

iii. **Output Product:** False twisted and fully drawn yarn

2.6.4.1.3 Yarn Packaging

i. **Input Material:** Yarn on ring-tubes / bobbin and yarn on cone

ii. **Machine and Processes:** Winding, Twisting, 2 for 1 Twisting

iii. **Output Product:** Re-winded, Re-twisted and Re-assembled yarn on cone

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2.6.4.2 Storage, Sales and delivery:

i. **Input Material:** Final Product:

ii. **Processes:** sales delivery, distribution, storage and administration of: Manmade fibre end **products**;

iii. **Output Product:** Warehousing and or delivered to customer and or end user

2.7 CARPET SUB-SECTOR

2.7.1 **Definition**

Without in any way limiting with the ordinary meaning of the expression, shall mean the industry in which employers and employees are associated, either in whole or in part, for any activity whatsoever, for the manufacture and / or converting of:

i. Carpets, rugs, mats and matting, carpet tiles, and rugs (including as used in applications for floors and walls in domestic, commercial and residential premises, as well as that found in all types of automobiles, airplanes, trains, ships and any other form of transport)

ii. It shall include all operations, products and activities incidental thereon to and consequent upon such operations and manufacture, including sales, delivery, distribution, storage and administration.

2.7.2 **Products:** All types of carpets, rugs, carpet tiles and boardroom carpets.

2.7.3 **Scope as defined by process and activity for the Worsted Sub-Sector**

2.7.3.1 Fibre Preparation

2.7.3.1.1 Fibre Handling

I. **Input Material:** Bales of fibrous stock

ii. **Machine and Processes:** Raw material sorting, tearing, weighing, bale opening , blending, oiling

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iii. **Output Product:** Prepared and/or blended fibre

2.7.3.2 **Yarn Production**

2.7.3.2.1 **Spun Yarn System**

i. **Input Material:** Prepared and/or blended fibre

ii. **Machine and Processes:** Carding, Ringframe Spinning, Yarn Assembly Winding, Twisting Operations , Heat Setting, Hanking, Packaging

iii. **Output Product:** Spun Yarn on bobbin or hanks.

2.7.3.2.2 **Bulk Continuous Filament (BCF) yarn system**

i. **Input Material:** Unprocessed Bulk Continuous (BCF) Filament Yarn

ii. **Machine and Processes:** Cabling Operations, Air Entangling, Winding, Packaging

iii. **Output Product:** Processed BCF Yarn on tube / bobbin

2.7.3.3 **Man-Made Fibre**

2.7.3.3.1 **Extrusion - Bulk Continuous Filament (BCF)**

I. **Input Material:** Polypropylene chips, Polyamide chips, Masterbatch

ii. **Machine and Processes:** Polymer Chip Handling, Masterbatch preparation, Extrusion, Texturizing, Air Entangling, Winding, Packaging

iii. **Output Product:** Processed and unprocessed BCF Yarn

2.7.3.3.2 **Extrusion - Staple**

I. **Input Material:** Polypropylene chips, Masterbatch

ii. **Machine and Processes:** Polymer Chip Handling, Masterbatch preparation, Extrusion, Drawing, Cutting, Baling

III. **Output Product:** Polypropylene staple fibre

2.7.3.3.3 **Extrusion – Flat tape**

i. **Input Material:** Polypropylene chips, Masterbatch

ii. **Machine and Processes:** Polymer Chip Handling, Masterbatch preparation, Extrusion, Slitting, Drawing, Winding, Heat setting,

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iii. **Output Product:** Twisted/non-twisted Polypropylene Tape

2.7.3.3.4 Weaving

i. **Input Material:** Dyed and processed Yarns
ii. **Machine and Processes:** De-hanking, Creeling, Winding, Beaming
iii. **Output Product:** Yarns prepared for weaving operations

2.7.3.3.5 Warp Knitting

i. **Input Material:** Yarn packages, Weft yarns, Warp yarns
ii. **Machine and Processes:** Axminster Weaving, Flat Weaving, Wilton Weaving, Inspection
iii. **Output Product:** Unfinished Woven Carpet

2.7.3.3.6 Weft Knitting

i. **Input Material:** Yarn or cone or cheese packages
ii. **Machine and Processes:** Weft knitting
iii. **Output Product:** Pre finished weft knitted apparel

2.7.3.4 Non-Woven

2.7.3.4.1 Tufting Process

i. **Input Material:** Yarn packages, primary backing
ii. **Machine and Processes:** Creeling Operations, Tufting, Inspection
iii. **Output Product:** Unfinished Tufted Carpet and Turf

2.7.3.4.2 Needle Punch Process

i. **Input Material:** Polypropylene staple fibre
ii. **Machine and Processes:** Fibre Preparation, Card laying, Cross laying, Needling, Structuring
iii. **Output Product:** Unfinished Needle Punch

2.7.3.5 Dry Finishing and Heat Setting

i. **Input Material:** Unfinished Carpet, Backing Compound

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ii. **Machine and Processes:** Compounding, Back coating, stentering, Shearing, inspection, Rerolling, packing

iii. **Output Product:** Back coated, finished and sheared Carpet and Turf

2.7.3.6 **Wet Process Dyeing**

i. **Input Material:** Fibre stock, yarn hanks

ii. **Machine and Processes:** Fibre Dyeing (Stock Dyeing), Yarn Dyeing (Hank).

iii. **Output Product:** Dyed fibres, Dyed yarn

2.7.3.7 **Cut, Make and Trim**

2.7.3.7.1 **Rugs and Samples**

i. **Input Material:** Finished Carpet

ii. **Machine and Processes:** Cutting, Overlocking, Inspection, Packaging

iii. **Output Product:** Rugs and Samples, Packed and edged

2.7.3.8 **Carpet Tiles**

i. **Input Material:** Bitumen and other binders, Filler, Finished Carpet

ii. **Machine and Processes:** Tile Coating, Tile Cutting, Inspection, Packaging

iii. **Output Product:** Packed Carpet tiles

2.8 NON-WOVEN SUB-SECTOR

2.8.1 Definition

The Non-woven sub-sector, without in any way limiting the ordinary meaning of the expression, shall mean the industry in which employers and employees are associated, either in whole or in part, for any activity whatsoever, for the manufacture of:

i. All types of non-woven textile products (not limited to flock, wadding, padding, felt, underfelt, medical wadding, cotton wool and needle-punched,

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stitch-bonded, spun-bonded, chemically-bonded, thermo-bonded or laminated textile fibre materials. It shall include all operations, products and activities incidental thereto and consequent thereon defined as follows

ii. The handling, processing and manufacture of fibre, yarns, threads, blends and manufactured raw materials from which these are derived, which shall include but not limited to the fibres manufactured or processed via various operations.

iii. It shall include all operations, products and activities incidental thereon to and consequent upon such operations and manufacture, including sales delivery, distribution, storage and administration.

2.8.2 **Products:**

Include but are not limited to insulation, padding materials, filtration, wipes, laminated fabrics, geotextiles, medical textiles, technical textiles, hygiene products, and packaging materials

2.8.3 **Fibre Manufacturing and Processes (Raw Materials):**

i. **Animal fibres:** wool, mohair, cashmere, silk, angora, alpaca, feathers, leather & animal skin / hair
ii. **Natural Fibres:** cotton, jute, linen
iii. **Regenerated Fibre:** bamboo, viscose, Tencel, modal fibre,
iv. **Synthetic polymer:** Polypropylene, poly-methylene, polyolefin, polyvinyl, polyurethane, polyamide, acrylic, aramid, polyester and synthetic polyisoprene

2.8.4 **Scope as defined by process and activity for the Non-Woven Sub-Sector**

2.8.4.1 Tearing

i. **Materials:** Pre-used fabrics
ii. **Manufacturing Processes**: manufacture of staple fibres for needle-punch and thermo-bonding processes

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iii. **Machine and Processes:** Cutting, tearing and baling

iv. **Output Product:** Pre-used fabric for use in needle-punch / thermo-bonding applications.

2.8.4.2 Felted Non-Woven Fabric

i. **Input Materials:** Cotton, jute, flax, synthetic fibres

ii. **Manufacturing Processes:** Fibre blending, Carding, Lapping/cross webbing, Felting, Fulling, Dyeing, Drying/Stenting, Checking, Finishing

iii. **Machine and Processes:** Carding, Needle-punch machine, cut make & trim

iv. **Output Product:** Geo-Textiles, Insulation products, mattress, foam, floor covering, composites

2.8.4.3 Bonded Non-Woven Fabric

I. **Input Materials:** Short & long staple fibres and filaments – natural or synthetic polymer

ii. **Manufacturing Processes:** Dry-laid, wet-laid, polymer-melt / spun-melt

iii. **Machine and Processes:** Fibre preparation, blending, carding and garnering

iv. **Output Product:** Diapers, baby wipes, feminine pads, tampons, adult incontinence products, medical textiles, filter paper, teabag fabric, napkins, surgical gauze

2.8.4.4 Dry-Laid Formation

I. **Input Materials:** Cotton fibres, synthetic fibres, viscose

ii. **Machine and Processes:** Fibre preparation, blending, carding, web lapping and garnering

III. **Output Product:** Diapers, baby wipes, feminine pads, tampons, adult incontinence products, medical textiles.

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2.8.4.5 Wet-Laid Formation

i. **Input Materials:** Wood pulp, mineral, synthetic and man-made fibres e.g. glass, polyester, polyamide, and regenerated fibre.

ii. **Machine and Processes:** Fibre preparation, blending, carding, web lapping and garneting.

iii. **Output Product:** Filter paper, teabag fabric, napkins, surgical gauze

2.8.4.6 Spun-Melt

i. **Input Materials:** Polypropylene, PET, Nylon, PE, Polyester Synthetic Thermoplastic Resin

ii. **Machine and Processes:** Extruder, webbing, thermo-bonding

iii. **Output Product:** Shopping Bags, PPE for medical uses

2.8.4.7 Melt-Blown

i. **Input Materials:** melt blowing using thermoplastic fibre forming polymer

ii. **Machine and Processes:** Linear Dye Extruder, webbing, thermo-bonding

iii. **Output Product:** Filter paper, N95 masks, Personal Protective Gowns, surgical masks, napkins, teabag fabric, water filters

2.8.4.8 Laminating

I. **Input Material:** Natural fibres, Manufactured fibres, pre-used Fibres

ii. **Machine and Processes:** Flame-bonding, roller-coating, spray applications, hot melt

iii. **Output Product:** Insulations, automotive applications

2.8.4.9 Clicking

i. **Input Material:** Leather, Masonite board, plastic that has been needle-punched or thermo-bonded.

ii. **Machine and Processes:** Click presses, Laser profile cutting.

iii. **Output Product:** automotive applications, apparel, general home products.

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2.8.4.10 Cut, Make and Trim

i. **Input Material:** Finished products

ii. **Machine and Processes:** Cutting, slitting, overlocking, folding, shrink wrapping, packing, pricing, string removal, trimming, hand knotting, sewing, binding, scanning, handling systems, conveyers and transporting

iii. **Output Product:** Loose and packed products

1.3 The terms of this Agreement shall be observed in the Textile Industry by all employers who are members of the employers' organisations and by all employees who are members of the trade union, and who are engaged and employed therein, respectively.

1.4 The provisions of this Agreement shall not apply to employees whose wages are not prescribed herein, unless otherwise specified in this Agreement.

3. PERIOD OF OPERATION

This Agreement shall come into operation on such a date as the Minister of Employment and Labour extends the Agreement to non-parties, and shall remain in force until such time as the members amend this agreement accordingly.

PART 2
ANNEXURE D
BLANKET SECTION

A: APPLICATION

1. SCOPE OF APPLICATION
As per the provisions of clause 1 of Part 1 of this agreement.

2. PERIOD OF OPERATION
As per the provisions of clause 3 of Part 1 of this Agreement.

B: REMUNERATION

3. MINIMUM WAGES
Substitute the following for the whole existing clause 3

3.1 The *minimum wage* for the *Blanket Section,* which an employer shall pay to employees shall be as specified in sub-clause 3.2 below.

3.2 Every employer must pay each employee a wage that is not less than the *minimum wage* and / or the National Minimum Wage and for the grades as specified in the table below.

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3.2.1 The minimum wage per grade will increase with effect from the coming into operation of this Agreement by 6.6%.

3.2.2 With effect from the coming into operation of this Agreement the minimum increases per grade applicable to employees will be as follows:

Grades	Increase per hour
1	R1.90
2	R2.03
3	R2.15
4	R2.37
5	R2.99

3.2.3 With effect from the coming into operation of this Agreement, the minimum hourly rate per grade applicable to employees, will be as follows:

Grades	Increase per hour
1	R30.72
2	R32.73
3	R34.68
4	R38.32
5	R48.28

3.3 The wage differential gap between the Metro and Non-Metro areas has been closed with effect from 01 August 2023 and no further "catch-up"arrangement shall be implemented from 01 August 2024.

3.4 The references to Metro and Non-Metro areas shall no longer apply and the minimum wages per grade shall apply throughout South Africa.

3.5 The impact of the National Minimum Wage (NMW) which is reviewed and implemented in March each year has been considered and it is confirmed that the new minimum wages prescribed for the respective grades at at 01 August 2024 are more favourable than the NMW.

D: LEAVE

26. FAMILY RESPONSIBILITY LEAVE

Insert new sub-clause

The definition and application of Family Resposibility Leave to be expanded to include the illness and hospitalisation of a spouse and parents.

26.1. in the event of sickness or hospitalisation of spouse or parents-

26.1.1 satisfactory proof of sickness or hospitalisation in the form of written confirmation from the relevant doctor; and

26.1.2 such leave being taken at or around the time of sickness and / or hospitalisation.

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H: GENERAL

43. COUNCIL LEVIES

43.1 Each employer must deduct a Bargaining Council Levy of R2.00 per week from the salary / wage of each employee, with effect from the date of coming into operation of this Agreement;

43.2 Employers must pay to the Bargaining Council an amount equivalent to that deducted from all its employees, with effect from the date of coming into operation of this Agree ment;

43.3 As per the provisions of Clause 43.3 of Part 1 of this Agreement.
43.4 As per the provisions of Clause 43.4 of Part 1 of this Agreement.

PART 2
ANNEXURE F
HOME TEXTILES SECTION

A: APPLICATION

1. SCOPE OF APPLICATION
As per the provisions of clause 1 of Part 1 of this agreement.

2. PERIOD OF OPERATION
As per the provisions of clause 3 of Part 1 of this Agreement.

B: REMUNERATION

3. MINIMUM WAGES

Substitute the following for the whole existing clause 3

3.1. Every employer must pay each employee a wage that is not less than the *minimum hourly rate* prescribed in the relevant table below:

3.1.1 With effect from the coming into operation of this Agreement, the increase on the Industry minimum hourly rates of pay will be as follows:

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Grade	Increase per Hour per Grade
1	R 1.81
2	R 1.86
3	R 1.98
4	R 2.10
5	R 2.30

3.1.2 With effect from the coming into operation of this Agreement, the industry hourly rates of pay per grade are as detailed below: -

Grade	Hourly Rate
1	R 29.19
2	R 30.06
3	R 31.96
4	R 33.89
5	R 37.10

3.1.3 Employees whose hourly rate of pay are adjusted to comply with the National Minimum Wage (NMW) will have their hourly rate adjusted to the applicable Industry Hourly Rate of Pay. Those employees, whose hourly rate of pay are above the NMW and the industry minimum Hourly Rate of Pay, will receive the industry hourly increase as per table 3.1.1.

C: HOURS OF WORK

16. PUBLIC HOLIDAYS

Insert new sub-clause 16.3:

16.3. Public holidays during the Christmas Shut Down period falling on a Saturday are to be regarded as paid public holidays. These public holidays are 16, 25 and 26 December, and 01 January.

E: EMPLOYEE BENFITS

7. ANNUAL BONUS

Insert new sub-clause 7.3

7.3 Employees proceeding on full retirement on or after 01 October each year will be entitled to be paid a full annual bonus.

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H: GENERAL

43. COUNCIL LEVIES

43.1 Each employer must deduct a Bargaining Council Levy of R2.00 per week from the salary / wage of each employee, with effect from the date of coming into operation of this Agreement;

43.2 Employers must pay to the Bargaining Council an amount equivalent to that deducted from all its employees, with effect from the coming into operation of this Agreement;

43.3 As per the provisions of Clause 43.3 of Part 1 of this Agreement.
43.4 As per the provisions of Clause 43.4 of Part 1 of this Agreement.

PART 2
ANNEXURE G
MANMADE FIBRE SUB-SECTOR
SCHEDULE 1

A: APPLICATION

This agreement shall be read with any applicable supplementary agreements in operation. Where the terms of this agreement are in conflict with the supplementary agreement and such supplementary agreement are more favourable than this agreement the terms of of the supplementary agreement shall apply.

1. SCOPE OF APPLICATION

1.1 As per the provisions of clause 1 of Part 1 of this Agreement.
1.2 The terms of this agreement shall apply to all bargaining unit employees.

The bargaining unit being Patterson Grades A1 to B5 or any other remuneration system. The minimums shown in the tables below, sets the basis for all.

2. PERIOD OF OPERATION

As per the provisions of clause 3 of Part 1 of this Agreement.

B: REMUNERATION

3. MINIMUM WAGES

Substitute the following for the whole existing clause 3

3.1 As per the provisions of clause 3.1 of Part 1 of *this Agreement.*

3.2 Every employer must pay each employee an increase and wage that is not less than the increase and wage set out below.

3.2.1 Every employer must pay each employee an increase and wage that is not less than the increase and wage set out in this subclause and the table below. The parties agree to a 6.6% increase

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per month across the board with effect from the coming into operation of this Agreement.

3.2.2 These increases are to be submitted for gazzeting by the NTBC to include non-parties and the respective companies to include all those employees who were employed prior to 1 July 2024 who shall receive the above increment.

3.2.3 With effect from the coming into operation of this Agreement the minimum monthly wage per grade applicable to employees.

GRADE	Minimum monthly wage per grade
A1	R11,108
A2	R11,619
A3	R11,891
B1	R12,474
B2	R12,826
B3	R13,311
B4	R13,978
B5	R14,923

3.3 Where existing wage rates at any company are greater than those specific in the table in clause 3.2, such wage rates shall continue to apply unless otherwise agreed through collective bargaining between the parties.

SCHEDULE 2
RECYCLING AND WASH PLANT SECTION OF THE MANMADE FIBRE SUB-SECTOR

A. APPLICATION

This agreement shall be read with any applicable supplementary agreements in operation. Where the terms of this agreement are in conflict with the supplementary agreement and such supplementary agreement are more favourable than thios agreement the terms of of the supplementary agreement shall apply.

1. SCOPE OF APPLICATION

1.1 As per the provisions of clause 1 of Part 1 of this Agreement.

1.2 The terms of this agreement shall apply to all bargaining unit employees. The bargaining unit being Patterson Grades A1 to B5 or any other remuneration system. The minimums shown in the tables below, sets the basis for all.

2. PERIOD OF OPERATION

As per the provisions of clause 3 of Part 1 of this Agreement.

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B. REMUNERATION

3. MINIMUM WAGES

Substitute the following for the whole existing clause 3

3.1 As per the provisions of sub-clause 3.1 of Part 1 of *this Agreement.*

3.2 Every employer must pay each employee an increase and wage that is not less than the increase and wage set out in this sub-clause and the table below. The parties agree to a 7% increase per month across the board with effect from the coming into operation of this Agreement.

3.3 With effect from the coming into operation of this Agreement the minimum monthly wage per grade applicable to employees is as follows calculated on 195 hours per month:

GRADE	The minimum monthly wage per grade
A1	R5,789.00 per month
A2	R5,789.00 per month
A3	R5,789.00 per month
B1	R6,568.00 per month
B2	R8,138.00 per month
B3	R9,764.00 per month
B4	R13,019.00 per month
B5	R16,274.00 per month

H: GENERAL

43. COUNCIL LEVIES

43.1 Each employer must deduct a Bargaining Council Levy of R2.00 per week from the salary / wage of each employee, with effect from the coming into operation of this Agreement;

43.2 Employers must pay to the Bargaining Council an amount equivalent to that deducted from all its employees, with effect from coming into operation of this Agreement;

43.3 As per the provisions of Clause 43.3 of Part 1 of this Agreement.

43.4 As per the provisions of Clause 43.4 of Part 1 of this Agreement.

PART 2
ANNEXURE H
NON-WOVEN SUB-SECTOR

A. APPLICATION

1. SCOPE OF APPLICATION

As per the provisions of clause 1 of Part 1 of this agreement.

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2. PERIOD OF OPERATION

As per the provisions of clause 3 of Part 1 of this Agreement.

B. REMUNERATION

3. MINIMUM WAGES

Substitute the following for the whole existing clause 3

3.1 As per the provisions of sub-clause 3.1 of Part 1 of this agreement.

3.2 The parties agree that the rates of pay will increase by 6.5% on the industry minimum rate of pay with effect from the coming into operation of this Agreement as reflected below:

Grade	Minimum hourly increase per grade
A1 /A2	R2.95
A3 / B1	R2.98
B2 / B3	R3.13
B4 / B5	R3.36

3.2.1 **NEW HOURLY RATES WITH EFFECT FROM THE COMING INTO OPERATION OF THIS AGREEMENT**

Grade	Minimum hourly rate per grade
A1 /A2	R48.28
A3 / B1	R48.81
B2 / B3	R51.28
B4 / B5	R55.09

7. ANNUAL BONUS

Insert new sub-clause

7.6 Bonus payments due in December must be indicated independently on a separate payslip.

20. ANNUAL LEAVE

Insert new clause subclause 20.12

20.12 Annual leave payments due must be indicated independently on a separate payslip.

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H: GENERAL

43. COUNCIL LEVIES

43.1 Each employer must deduct a Bargaining Council Levy of R2.00 per week from the salary / wage of each employee, with effect from the coming into operation of this Agreement;

43.2 Employers must pay to the Bargaining Council an amount equivalent to that deducted from all its employees, with effect from the coming into operation of this Agreement;

43.3 As per the provisions of Clause 43.3 of Part 1 of this Agreement.
43.4 As per the provisions of Clause 43.4 of Part 1 of this Agreement.

PART 2
ANNEXURE I
WOOL AND MOHAIR SECTION

A: APPLICATION

1. SCOPE OF APPLICATION
As per the provisions of clause 1 of Part 1 of this Agreement.

2. PERIOD OF OPERATION
As per the provisions of clause 3 of Part 1 of this Agreement.

B: REMUNERATION

3. MINIMUM WAGES
Substitute the following for the whole existing clause 3

3.1 As per the provisions of sub-clause 3.1 of Part 1 of this Agreement
3.2 Every employer must pay each employee a wage increase of 6.5% with effect from the coming into operation of this Agreement.
3.2.1 Each employer must pay employees an hourly increase for each *grade*, as follows:

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Wool and Mohair Processors Industry

GRADE	Previous hourly rate	New hourly rate
1	R60.51	R64.44
2	R61.82	R65.84
3	R64.07	R68.23
4	R69.49	R74.01
5	R70.82	R75.42

Wool and Mohair Broking Industry

3.2.2 Every employer must pay each employee a wage increase of 6.5% with effect from the coming into operation of this Agreement.

E: EMPLOYEE BENEFITS

27. RETIREMENT FUND

Substitute the following for sub-clause

27.2 **Contributions by the employer and employee to such retirement fund are:**

27.2.1 **Brokers**

- Employer Contribution: 7 % of the employee's basic wage
- Employee Contribution: 6.5% of the employee's basic wage

27.2.2 **Processors**

- Employer Contribution: 7.5% of the employee's basic wage
- Employee Contribution: 6.5% of the employee's basic wage.

H: GENERAL

43 COUNCIL LEVIES

43.1 Each employer must deduct a Bargaining Council Levy of R2.00 per week from the salary / wage of each employee, with effect from the coming into operation of this Agreement;

43.2 Employers must pay to the Bargaining Council an amount equivalent to that deducted from all its employees, with effect from the coming into operation of this Agreement.

43.3 As per the provisions of Clause 43.3 of Part 1 of this Agreement.
43.4 As per the provisions of Clause 43.4 of Part 1 of this Agreement.

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PART 2
ANNEXURE J
WORSTED SECTION

A. APPLICATION

1. SCOPE OF APPLICATION
As per the provisions of Clause 1 of Part 1 of this agreement.

2. PERIOD OF OPERATION
As per the provisions of Clause 3 of Part 1 of this Agreement.

B: REMUNERATION
3. MINIMUM WAGES
Substitute the following for the whole existing clause 3

3.1 The *minimum* wages for the *Worsted Section*, which an employer shall pay to employees in the Spinning division, shall be as specified in sub-clause 3.2 below.

3.2 Every employer must pay each employee a wage that is not less than the minimum hourly rate prescribed in the relevant tables below and for the grade specified.

3.2.2 **SPINNERS (AREA – A)**

3.2.2.1 Every employer must pay each employee in respect of grades 1, 2, 3 and 4 a wage increase of 6.5% with effect from the coming into operation of this Agreement as per below tables:

3.2.2.2 **AREA - A: THE REST OF THE COUNTRY (INCLUDING PORT ELIZABETH, AND DURBAN)**

GRADE	New Hourly Rate Per Grade Based On 40 Hours Per Week	New Hourly Rate Per Grade Based On 44 Hours Per Week
1	R46.66	R46.05
2	R47.67	R47.08
3	R49.20	R48.63
4	R51.81	R51.22

3.2.3 **SPINNERS (AREA – B)**

3.2.3.1 Every employer must pay each employee in respect of grades 1, 2, 3 and 4 a wage increase of 7% with effect from the coming into operation of this Agreement as per below tables:

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3.2.3.2 **AREA - B: IN KWA ZULU NATAL AND EASTERN CAPE EXCLUDING DURBAN AND PORT ELIZABETH**

GRADE	Hourly increase per grade	Minimum hourly rate per grade
1	R2.48	R37.97
2	R2.53	R38.75
3	R2.61	R39.89
4	R2.74	R41.89

3.3 **AREA A AND AREA B WAGE GAP**

Insert new sub-clause

3.3.1 Area B employers adjusted the wage gap for all employees falling within the Bargaining Unit with 0.5%, which is included in the 7% increase.

6. LONG SERVICE ALLOWANCE

Substitute the following for the whole existing clause 6

6.1 An employer must pay a long service allowance which are to be calculated per week for every completed year of service, payable after one year of service.

6.2 The current long service allowance of R1.00 to be increased with 0,50 cents amounting to R1,50 (One rand and fifty cents) per week.

D: LEAVE

26. FAMILY RESPONSIBILTY LEAVE

Insert new sub-clause

26.1 An employee accompanying his / her biological or adoptive parent to the doctor or hospital to obtain medical treatment will now also qualify for Family Responsibility Leave.

26.2 In order for an employee to be entitled to Family Responsibility Leave under the conditions as mentioned in sub-clause 26.1 the employee must register his / her parents with his / her employer by providing valid proof of parenthood i.e. a birth certificate, and a valid medical certificate, when claiming this leave, confirming the parent's illness and that the employee's assistance was required.

H: GENERAL

43 COUNCIL LEVIES

43.1 Each employer must deduct a Bargaining Council Levy of R2.00 per week from the salary / wage of each employee, with effect from the date of this agreement coming into operation;

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43.2 Employers must pay to the Bargaining Council an amount equivalent to that deducted from all its employees, with effect from the coming into operation of this Agreement;

43.3 As per the provisions of Clause 43.3 of Part 1 of this Agreement.
43.4 As per the provisions of Clause 43.4 of Part 1 of this Agreement.

PART 2
ANNEXURE K
WOVEN COTTON SUB-SECTOR

A. APPLICATION

1. SCOPE OF APPLICATION
As per the provisions of clause 1 of Part 1 of this Agreement

2. PERIOD OF OPERATION
As per the provisions of clause 3 of Part 1 of this Agreement.

B: REMUNERATION

3. MINIMUM WAGES
Substitute the entire clause 3 with the following:

3.1 As per the provisions of clause 3.1 of Part 1 of *this Agreement.*
3.2 Hourly wage rates to be increased by 6.5% with effect from the coming into operation of this Agreement.
3.3 Every employer must pay each employee an hourly rate, which is not less than the *Minimum hourly rate* prescribed in the tables below:

3.3.1

Grade	Previous Minimum Hourly rate	Hourly Increase	Minimum Hourly rate per grade
1	R46.96	R3.05	R50.01
2	R47.90	R3.11	R51.01
3	R49.13	R3.19	R52.32
4	R51.28	R3.33	R54.61
5	R53.84	R3.50	R57.34

10. DEDUCTIONS
Insert new sub-clause

10.5 where an employee voluntarily joins the SACTWU Family Shield Plan, an employer shall deduct from such employee the contributions payable to the SACTWU Family Shield Plan and pay the same into the SACTWU Family Shield bank account.

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43. COUNCIL LEVIES

43.1 Each employer must deduct a Bargaining Council Levy of R2.00 per week from the salary / wage of each employee, with effect from coming into operation of this Agreement;

43.2 Employers must pay to the Bargaining Council an amount equivalent to that deducted from all its employees, with effect from the coming into operation of this Agreement;

43.3 As per the provisions of Clause 43.3 of Part 1 of this Agreement.
43.4 As per the provisions of Clause 43.4 of Part 1 of this Agreement.

PART 2
ANNEXURE L
NARROW FABRIC AND CLOTHING ACCESSORIES SUB-SECTOR

A. APPLICATION

1. SCOPE OF APPLICATION

As per the provisions of clause 1 of Part 1 of this agreement.

2. PERIOD OF OPERATION

As per the provisions of clause 3 of Part 1 of this agreement.

B: REMUNERATION

3. MINIMUM WAGES

Substitute the existing clauses with the following:

3.1 As per the provisions of clause 3 of Part 1 of this Agreement.
3.2 The parties agree that rates will increase by:
3.2.1 from the coming into operation of this Agreement.
3.2.2 Bargaining unit employees falling under the following wage schedules: 'Narrow Fabrics', 'Clothing Accessories' and 'Braiding' shall not earn less than the tables below:

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NARROW FABRICS:

GRADE	Minimum hourly rate per grade
A1	**R44.22**
A2 0-3 months	**R44.38**
4-6 months	**R44.50**
Qualified	**R44.69**
A3	**R45.10**
B1 0-6 months	**R45.41**
7-12 months	**R45.64**
Qualified	**R46.01**
B2 0-6 months	**R46.03**
7-12 months	**R46.05**
Qualified	**R46.31**
B3 0-6 months	**R47.18**
7-12 months	**R47.61**
Qualified	**R47.95**
B4	**R49.94**

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CLOTHING ACCESSORIES:

GRADE	Minimum hourly rate per grade
A1	**R41.43**
A2	**R41.90**
A3	**R42.28**
B1	**R43.04**
B2	**R43.31**
B3	**R44.75**
B4	**R46.63**
B5	**R48.81**

BRAIDING:

GRADE	Minimum hourly rate per grade
A1	**R32.95**
A2	**R33.12**
A3	**R33.83**
B2	**R34.59**
B5	**R35.72**
B6	**R38.09**

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6. LONG-SERVICE ALLOWANCE

Substitute the following whole existing clause 6 with the following:

6.1 To be implemented with effect from from coming into operation of this Agreement: long service allowance to be increased to R2.00 per week per year of service.

6.2 Every employer must pay each employee a long service award in addition to the wage prescribed in Annexure A. The long service award (as per 6.1 above) per completed year of service and the award amounts will accrue towards a payment in January of each year with payment one week prior to returning from leave.

14. OVERTIME

Substitute the existing clause with the following

4.1 an employer may not require or permit an employee to work more than three hours' overtime a day or 10 hours' overtime in a week, however the maximum overtime hours within the Woven Crochet sub-sector are 15 hours per week for a maximum of 2 months per 12-month period.

16. PUBLIC HOLIDAYS

Insert new sub-clause

16.12 If the following public holidays fall on a Saturday: 16th, 25th and 26th December and 1 January the public holiday is to be paid.

H: GENERAL

43. COUNCIL LEVIES

43.1 Each employer must deduct a Bargaining Council Levy of R2.00 per week from the salary / wage of each employee, with effect from the coming into operation of this agreement;

43.2 Employers must pay to the Bargaining Council an amount equivalent to that deducted from all its employees, with effect from the coming into operation of this Agreement;

43.3 As per the provisions of Clause 43.3 of Part 1 of this Agreement.

43.4 As per the provisions of Clause 43.4 of Part 1 of this Agreement.

54. CODES OF GOOD PRACTICE

Insert new sub-clause

54.3 Provisions in the amended Employment Equity Act dealing with the Elimination and Prevention of Harassment in the Workplace in the Workplace to be adopted as industry code for Woven Crochet sub-sector.

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SIGNED IN DURBAN ON THIS 23rd DAY OF September 2025, FOR AND ON BEHALF OF THE FOLLOWING EMPLOYERS' ORGANISATIONS:

1. South African Blankets Manufacturers Employers' Organisation (SABMEO)
2. South African Home Textiles Manufacturers Employers' Organisation (HOMETEX)
3. National Manufactured Fibres Employers' Association (NMFEA)
4. South African Wool and Mohair Processors' Employers' Organisation (SAWAMPEO)
5. National Association of Worsted Textile Manufacturers (NAWTM)
6. South African Cotton Textile Processing Employers' Association (SACTPEA)
7. Narrow Fabric Manufacturers' Association (NFMA)
8. National Textile Manufacturers' Association (NTMA)
9. Wool and Mohair Brokers Employers' Organisation of South Africa (WAMBEOSA)
10. Polypropylene Products Manufacturers Employers' Organisation (POLYPROP)

AND

SIGNED IN DURBAN ON THIS 23rd DAY OF September 2025, FOR AND ON BEHALF OF THE FOLLOWING TRADE UNION/S:

Southern African Clothing & Textile Workers' Union (SACTWU)

As duly designated and authorised, signed by:

1. Signatory Name: Mr Stephen Rubidge

   Signatory Designation: Chairperson (National Textile Bargaining Council)

   Signatory signature: S. H. Rubidge

2. Signatory Name: Mr Jongile Mazweni

   Signatory Designation: Deputy Chairperson (South Afican Clothing and Textile Workers'Union)

   Signatory Signature: J. Mazweni

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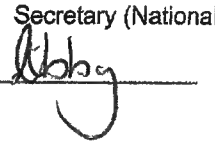
3. Witness Name: Ms. Carmen Abboy

Witness Designation: Secretary (National Textile Bargaining Council)

Witness signature: 

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