

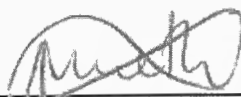
DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 7014

23 January 2026

LABOUR RELATIONS ACT, 1995**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA:
EXTENSION TO NON-PARTIES OF THE AGENCY SHOP AMENDING COLLECTIVE
AGREEMENT FOR EMPLOYEES**

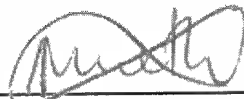
I, **NOMAKHOSAZANA METH**, Minister of Employment and Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the **National Bargaining Council of the Leather Industry of South Africa**, 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 the date of publication of this notice and for the period ending 30 June 2027.



MS N METH, MP**MINISTER OF EMPLOYMENT AND LABOUR****DATE:** 14 January 2026

UMNYANGO WEZEMISEBENZI NEZABASEBENZI**UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA 1995****UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI
BEMBONI YEZIKHUMBA: UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI
SEGATSHA ELIPHATHELENE NENTELA YABASEBENZI ESICHIBIYELAYO, SELULELWA
KULABO ABANGEYONA INGXENYE YESIVUMELWANO**

Mina, **NOMAKHOSAZANA METH**, onguNgqongqoshe Wezemisebenzi NezabaSebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa **kuMkhandlu KaZwelonke Wokuxoxisana phakathi kwabaQashi Nabasebenzi Embonini Yezikhumba**, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela ngoMsombuluko wesibili emva kosuku lokushicilelwa kwalesiSaziso kuze kube isikhathi esiphela mhlaka 30 kuNhlangulana 2027.



MS N METH, MP

UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI

USUKU: 14 January 2026

SCHEDULE**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH
AFRICA****AGENCY SHOP COLLECTIVE AGREEMENT FOR EMPLOYEES**

in accordance with the provisions of the Labour Relations Act, No.66 of 1995, made
and entered into by and between the:

- a) Southern African Footwear and Leather Industries Association (SAFLIA)**
- b) South African Tanning Employers Organisation (SATEO);**
- c) Association of South African Manufacturers of Luggage, Handbags and
General Goods;**

(Hereinafter referred to as the "employers" or the "employer organisations" on the
one part), and

- d) National Union of Leather & Allied Workers (N.U.L.A.W)**
- and**

- e) Southern African Clothing and Textile Workers Union**

(Hereinafter referred to as the "employees" or the "trade unions" of the other part.

being parties to the National Bargaining Council of the Leather Industry of South
Africa, to extend and amend the Agreement published under Government Notice
No. 909 of 24 November 2017 as further amended under Government Notice
Numbers R.1484 of 15 November 2019, R.2078 of 13 May 2022, R.2702 of 4
November 2022 and R.5768 of 24 January 2025.



1. CLAUSE 1: SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this Agreement shall be observed in the Leather Industry -
- (a) by all employers who are members of the employers' organisations and by the party trade unions in the Leather Industry, respectively;
- (b) in the Republic of South Africa.
- (2) The terms of this Agreement will apply only to employees for whom wages are prescribed in any of the Main Collective Agreements of the Council.
- (3) The terms of this Agreement shall not apply to non-parties in respect of Clauses 1(1)(a).

2. CLAUSE 2: DATE AND PERIOD OF OPERATION

- (1) This Agreement will come into operation for non-parties on such date as the Minister of Labour extends the agreement to them, and will thereafter remain in force for the period ending 30 June 2027.

3. CLAUSE 4: THE AGENCY SHOP AGREEMENT

Substitute the following for subclause 4(6):

"The agency fee shall be equal to 1% (one percent) but not exceeding R25.20 of the employee's basic weekly wage."

A collection of handwritten signatures and initials in black ink, including a large stylized 'W' at the top, a signature that looks like 'AB', another 'AB' below it, a signature that looks like 'P', a signature that looks like 'S', a large signature that looks like 'B', and a small '2' at the bottom right.

SIGNED AT DURBAN ON THE 23RD DAY OF JULY 2025.

J J V VYMETAL, Member of the Council

C SMITH, Member of the Council

D GANESAN, Member of the Council

A O BENJAMIN, Member of the Council

V MEMBINKOSI, Member of the Council

I RYNEVELD, General Secretary of
the Council

The image shows five handwritten signatures, each written on a horizontal dotted line. From top to bottom, the signatures are: 1. J. J. V. Vymetal, written in a cursive style. 2. C. Smith, written in a cursive style. 3. D. Ganesan, written in a cursive style. 4. A. O. Benjamin, written in a cursive style. 5. I. Ryneveld, written in a cursive style.