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LEGAL NOTICE

53 Labour Code Wages (Notice of Intention to Submit 775
Recommendations for Minimum Wages 2021/2022
to the Minister) Notice, 2021

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LEGAL NOTICE NO. 53 OF 2021

Labour Code Wages (Notice of Intention to Submit Recommendations for Minimum Wages 2021/2022 to the Minister) Notice, 2021

Pursuant to section 50(3) of the Labour Code Order, 1992¹, I,

MATELA THABANE

Chairperson of the Wages Advisory Board, make the following notice -

Citation and commencement

1. This notice may be cited as the Labour Code Wages (Notice of Intention to submit Recommendations for Minimum Wages 2021/2022 to the Minister) Notice, 2021 and shall come into operation on the date of publication in the Gazette.

Publication of recommendations

2. The Wages Advisory Board informs members of the public that it intends to submit to the Minister, its recommendations for minimum wages 2021/2022 as set out in the schedule.

Places where a copy of the recommendations may be obtained

3. A copy of the recommendations may be obtained at the headquarters of the Ministry of Labour or any Labour office in Lesotho.

Representations on the recommendations

4. A person who wishes to make representation on the recommendations may do so, in writing, within 30 days from the date of publication of this notice at the following address -

The Secretary
Wages Advisory Board
Labour Department
Private Bag A116
Maseru 100

DATED: 11TH MAY, 2021

**MATELA THABANE
CHAIRPERSON OF THE WAGES ADVISORY BOARD**

NOTE

1. Order No. 24 of 1992

SCHEDULE 1
BASIC MINIMUM WAGES

Sector	Minimum Monthly (Maloti)	Minimum Weekly (Maloti)	Minimum Daily (Maloti)
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**A. CLOTHING, TEXTILE AND LEATHER MANUFACTURING
SECTOR**
**Employees with less than twelve (12) months continuous service with the
same employer -**

(i)	Textile General Worker	2014.00	465.00	93.00
(ii)	Textile Machine Operator	2165.00	500.00	100.00
(iii)	Textile Machine Operator Trainee	2014.00	465.00	93.00

**Employees with more than twelve (12) months continuous service with the
same employer -**

(i)	Trained Machine Operator	2247.00	519.00	104.00
(ii)	Textile General Worker	2230.00	515.00	103.00

B. CONSTRUCTION SECTOR**Employees with less than twelve (12) months continuous service with the same employer -**

- (i) Construction Machine Operator and Certificated (Bricklayer, Carpenter, Steel Fixer, Welder and Electrician, Plumber)

3853.00 911.00 212.00

- (ii) Construction Worker (Unskilled Heavy Physical Worker)

2448.00 615.00 129.00

Employees with more than twelve (12) months of continuous service with the same employer -

- (i) Construction Machine Operator And Certificated (Bricklayer, Carpenter, Steel Fixer, Welder, Electrician, Plumber)

4294.00 1015.00 262.00

- (ii) Construction Worker (Unskilled Heavy Physical Worker)

2695.00 672.00 140.00

C. WHOLESALE AND RETAIL SECTOR**Employees with less than twelve (12) months continuous service with the same employer -**

- (i) Wholesale, Supermarkets and Furniture Shops

2364.00 546.00 114.00

- (ii) Bakeries with more than 40 employees

2364.00 546.00 114.00

Employees with more than twelve (12) months continuous service with the same employer -

(i)	Wholesale, supermarkets, furniture shops	2509.00	579.00	138.00
(ii)	Bakeries with more than 40 employees	2509.00	579.00	138.00

D. RETAIL SECTOR (OTHER THAN SMALL BUSINESS) -

- (i) mini-supermarket
- (ii) Bakeries with less than 40 employees
- (iii) Cafes
- (iv) Gas and petrol filling stations

Employees with less than twelve (12) months continuous service with the same employer -

2122.00	529.00	112.00
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Employees with more than twelve (12) months continuous service with the same employer -

2259.00	570.00	120.00
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E. HOSPITALITY SECTOR

- (i) Hotels, Motels and Lodges -

Employees with less than twelve (12) months continuous service with the same employer -

2364.00	602.00	125.00
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Employees with more than twelve (12) months continuous service with the same employer -

2509.00 644.00 134.00

(ii) Restaurants, Food Caterers, and Guest Houses -

Employees with less than twelve (12) months continuous service with the same employer -

2149.00 540.00 114.00

Employees with more than twelve (12) months continuous services with the same employer -

2307.00 577.00 119.00

F. SERVICE SECTOR -

(i) Security

Security Guard with less than twelve (12) months continuous service with the same employer -

2021.00 506.00 104.00

Security Guard with more than twelve (12) months continuous service with the same employer and those certified by Home Affairs -

2378.00 605.00 140.00

(ii) Watchman

Watchman with less than 12 Months continuous service with the same employer -

1830.00 455.00 100.00

Watchman with more than 12 months of continuous service with the same employer -

1984.00 500.00 112.00

(ii) Funeral Parlour

Employees with less than twelve (12) months continuous service with the same employer -

2364.00	595.00	126.00
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Employees with more than twelve (12) months continuous services with the same employer -

2509.00	631.00	158.00
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(iv) Cleaning services

Employees with less than twelve (12) months continuous service with the same employer -

2364.00	595.00	126.00
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Employees with more than twelve (12) months continuous services with the same employer -

2509.00	626.00	158.00
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G. TRANSPORT SECTOR AND ANY OTHER DRIVERS

(i) License code as appears on the Driver's license;

Employees with less than 12 months continuous service with the same employer -

B/EB/C1:	2342.00	581.00	143.00
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C/EC1:	2536.00	634.00	157.00
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EC:	4711.00	1174.00	297.00
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Employees with more than 12 months continuous service with the same employer -

B/EB/C1:	2565.00	642.00	160.00
C/EC1:	2779.00	700.00	173.00
EC:	5788.00	1445.00	356.00

- (ii) Certificated (auto electrician, motor mechanic, panel beater, spray painter)

Employees with less than twelve (12) months continuous service with the same employer -

3573.00 844.00 197.00

Employees with more than twelve (12) months continuous services with the same employer -

3782.00 888.00 205.00

H. SMALL BUSINESS

Employees with less than twelve (12) months continuous service with the same employer -

1201.00 297.00 67.00

Employees with more than twelve (12) months continuous service with the same employer -

1361.00 402.00 73.00

I. DOMESTIC WORKER (including light physical worker)

Employees with less than twelve (12) months continuous service with the same employer -

661.00 204.00 40.00

Employees with more than twelve (12) months continuous service with the same employer -

730.00 192.00 51.00

J. GENERAL MINIMUM WAGE

Employees with less than twelve (12) months continuous service with the same employer -

1717.00 427.00 92.00

Employees with more than twelve (12) months continuous service with the same employer -

1874.00 472.00 106.00

K. CONDITIONS OF EMPLOYMENT

1. An employee who has completed more than one year of continuous service with the same employer in the textile, clothing and leather manufacturing shall be entitled to receive six (6) weeks paid maternity leave.

2. An employee who has completed more than one year of continuous service with the same employer other than in the textile, clothing and leather manufacturing sector and private security sector shall be entitled to receive six (6) weeks paid maternity leave before confinement and six (6) weeks paid maternity leave after confinement.

3. An employee who has completed more than one year of continuous service with the same employer in the private security sector shall be entitled to receive 6 weeks paid maternity leave.

4. The benefit in (1) and (2) shall be limited to two confinements per employee during her employment with the same employer.

