



LESOTHO

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LEGAL NOTICE NO. 26 OF 2023

Labour Code Wages (Notice of Intention to Submit Recommendations for Minimum Wages 2023/2024 to the Minister) Notice, 2023

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

MATELA THABANE

Chairperson of the Wages Advisory Board, makes 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 2023/2024 to the Minister) Notice, 2023 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 2023/2024 as set out in the Schedule.

Places where a copy of the recommendations may be cited

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

Representations on the recommendations

4. A person who wishes to make representations 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 A 116
Maseru -100

DATED: 20TH FEBRUARY, 2023

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

NOTE

1. Order No. 24 of 1992

SCHEDULE
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	2459.00	568.00	113.00
(ii)	Textile Machine Operator	2644.00	611.00	122.00
(iii)	Textile Machine Operator Trainee	2459.00	568.00	113.00

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

(i)	Trained Machine Operator	2745.00	635.00	128.00
(ii)	Textile General Worker	2724.00	553.00	127.00

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, Electrician and Plumber)	4499.00	1063.00	248.00
(ii)	Construction Worker (Unskilled Heavy Physical Worker)	2858.00	718.00	151.00

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 and Plumber)	5018.00	1185.00	306.00
(ii)	Construction Worker (Unskilled Heavy Physical Worker)	3147.00	785.00	164.00

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

(i)	Wholesale, Supermarkets and Furniture Shops	2761.00	637.00	134.00
(ii)	Bakeries with more than 40 employees	2761.00	637.00	134.00

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

(i)	Wholesale, Supermarkets, Furniture Shops	2929.00	677.00	162.00
(ii)	Bakeries with more than 40 employees	2929.00	677.00	162.00

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:

2497.00	618.00	132.00
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Employees with more than twelve (12) months continuous service with the same employer:

2637.00	666.00	140.00
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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:

2761.00	704.00	147.00
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Employees with more than twelve (12) months continuous service with the same employer:

2929.00	754.00	156.00
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(ii) Restaurants, Food Caterers, and Guest Houses:

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

2508.00	631.00	134.00
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Employees with more than twelve (12) months continuous service with the same employer:

2694.00	674.00	139.00
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F. SERVICE SECTOR:

(i) Security

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

2361.00	591.00	122.00
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Security Guard with more than twelve (12) months continuous service with the same employer and those certified by the Ministry of Local Government, Chieftainship, Home Affairs and Police:

2776.00	707.00	164.00
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(ii) Watchman

Watchman with less than twelve (12) Months continuous service with the same employer:

2136.00	532.00	116.00
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Watchman with more than twelve (12) months of continuous service with the same employer:

	2316.00	623.00	132.00
(iii) Funeral Parlour			

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

	2761.00	694.00	148.00
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Employees with more than twelve (12) months continuous service with the same employer:

	2929.00	738.00	184.00
(iv) Cleaning services			

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

	2671.00	694.00	148.00
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Employees with more than twelve (12) months continuous service with the same employer:

	2929.00	731.00	184.00
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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 twelve (12) months continuous service with the same employer:

B/EB/C1:	2734.00	678.00	167.00
C/EC1:	2960.00	741.00	183.00
EC:	5501.00	1371.00	346.00

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

B/EB/C1:	2995.00	750.00	188.00
C/EC1:	3245.00	817.00	203.00
EC:	6756.00	1687.00	416.00

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

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

	4171.00	986.00	231.00
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Employees with more than twelve (12) months continuous service with the same employer:

	4415.00	1037.00	239.00
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H. SMALL BUSINESS**Employees with less than twelve (12) months continuous service with the same employer:**

	1403.00	346.00	79.00
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Employees with more than twelve (12) months continuous service with the same employer:

	1589.00	469.00	85.00
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I. DOMESTIC WORKER (including light physical worker)**Employees with less than twelve (12) months continuous service with the same employer:**

	773.00	204.00	47.00
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Employees with more than twelve (12) months continuous service with the same employer:

853.00 224.00 60.00

J. GENERAL MINIMUM WAGE

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

2005.00 499.00 109.00

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

2188.00 551.00 125.00

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 six (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.

