



INDUSTRIAL COURT OF TRINIDAD AND TOBAGO
OFFICE OF ECONOMIC AND INDUSTRIAL RESEARCH

**AN ANALYSIS OF WAGES AND SALARIES
EXTRACTED FROM COLLECTIVE AGREEMENTS
REGISTERED IN 2019**

2019

A publication of the Industrial Court of Trinidad and Tobago

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ACRONYMS AND ABBREVIATIONS

ATGWTU	All Trinidad General Workers' Trade Union
BIGWU	Banking, Insurance and General Workers' Union
BU	Bargaining Unit
CA	Collective Agreement
CGWTU	Contractors and General Workers' Trade Union
CWU	Communication Workers' Union
NEC	Not Elsewhere Classified
NUGFW	National Union of Government and Federated Workers
OWTU	Oilfields Workers' Trade Union
Reg No.	Registration Number
SWWTU	Seamen and Waterfront Workers' Trade Union
TIWU	Transport and Industrial Workers' Union
WEF	With Effect From

**SECTION 1:
INTRODUCTION/SUMMARY**

ANALYSIS OF DATA AND TRENDS

A total of thirty-five (35) Collective Agreements were registered at the Industrial Court, for calendar year ending **2019**. Thirty-three (33) of those agreements were negotiated for three (3) year bargaining periods, spanning 2007-2022, one (1) Agreement was negotiated for a three and a half (3 ½) year bargaining period and one for a five (5) year bargaining period. It is noteworthy that the number of Collective Agreements registered for the year 2019 represents a thirty-five percent (35%) decrease in the number of Agreements (fifty-four (54)) registered in 2018, despite the Court liaising with the parties. An analysis of the data from the thirty-five (35) Collective Agreements registered in **2019** revealed that the highest pay increase of twenty-five per cent (**25%**) was recorded in the *Financial and Insurance Activities* Sub-Sector. Specifically, the wage increase of twenty-five per cent (**25%**) for bargaining period 2018-2020 was negotiated on behalf of monthly paid credit union employees by one (1) company and the Banking, Insurance and General Workers' Union (BIGWU). The second highest percentage pay increase of eighteen per cent (**18%**) was recorded in both (a) the *Financial and Insurance Activities* and (b) the *Administrative and Support Service Activities* Sub-Sectors. Specifically, the eighteen per cent (**18%**) pay increase in the *Financial and Insurance Activities* Sub-Sector was negotiated by one (1) company and the BIGWU, while in the *Administrative and Support Service Activities* Sub-Sector it was negotiated by one (1) company and the Oilfields Workers' Trade Union (OWTU) for bargaining periods 2016-2020 and 2015-2018 respectively, in both instances on behalf of monthly paid employees.

A comparison of the highest wage increases of registered Collective Agreements in the two (2) previous years, 2017 and 2018 showed that in **2018** the highest pay increase of fifteen percent (**15%**) emanated from both (a) the *Education* and (b) the *Financial and Insurance Activities* Sub-Sectors. In the former sub-sector it was negotiated for bargaining periods 2008-2010 and 2014-2016, while in the latter, for the periods 2013 -2015 and 2016 – 2019 on behalf of monthly paid employees in each case.

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In **2017**, on the other hand, the highest wage increase was eighteen per cent (**18%**), which was negotiated on behalf of hourly, weekly rated employees, in the *Petroleum and Other Mining Industries* sub –sector for bargaining period 2015-2017.

The modal pay increase for Collective Agreements registered in **2019** was nine percent (**9%**). Nine (**9**) or **26%** of the firms from several sub-sectors, including the *Manufacture of Food Products*; the *Professional, Scientific and Technical Activities*; and the *Financial and Insurance Activities* negotiated 9% for a three (3) year bargaining period, for their employees. By way of comparison, with regard to the years **2017** and **2018**, the modal pay increases in respect of Collective Agreements registered in each of those years were **9%** and **10%** respectively.

Table 1.1 illustrates the top highest percentage wage settlement concluded through the collective bargaining process and contained in Collective Agreements registered at the Court in 2019:

Table 1.1: The top highest wage settlements per Collective Agreements in 2019:

Percentage Pay Increase	Number of Collective Agreements	% Out of 35	Sub-Sector	Bargaining Period	Bargaining Unit
25	One	3%	Financial and Insurance Activities	2018 - 2020	Monthly
18	Two	6%	Financial and Insurance Activities	2016 - 2020	Monthly
			Administrative and Support Service Activities	2015 - 2018	Monthly
15	Three	9%	Financial and Insurance Activities	2015 - 2017 2018 - 2021	Monthly Monthly
			Manufacture of Chemicals and Chemical Products	2016 - 2018	Weekly
12	Two	6%	Trade and Repairs	2013 - 2016	Hourly, Daily and Weekly Rated
				2018 - 2021	Monthly

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Conversely, as shown in **Table 1.2**, with respect to Collective Agreements registered in **2019**, the lowest percentage pay increases were **5%** and **7%** negotiated in (a) the *Financial and Insurance Activities* and (b) the *Manufacture of Machinery and Equipment* and (c) the *Other Manufacturing and Repair* Sub-sectors, respectively.

In comparing the two (2) previous years, the lowest pay increase in **2017** was **3%** which emerged from the *Petroleum and Other Mining Industries* Sub-Sector, while in **2018**, the *Mining and Quarrying* Sub-sector recorded **2%**.

Table 1.2: The lowest wage increases recorded per Collective Agreements registered in 2019:

Percentage Pay Increase	Number of Collective Agreements	% Out of 35	Sub-Sector	Three (3) Year Bargaining Period	Bargaining Unit
5	Two	6%	Financial and Insurance Activities	2014 - 2017	Monthly
			Manufacture of Machinery and Equipment NEC	2019 - 2022	Hourly
7	One	3%	Other Manufacturing and Repair	2015 - 2018	Supervisors B.U #2

Overall, the findings reveal that over the three-year review period 2017-2019, wage increases negotiated through the collective bargaining process, in particular the highest wage increase, have tended to fluctuate from **18%** in 2017 to **15%** in 2018 and **25%** in 2019, a reflection of the volatility of the domestic and global economies.

In addition, the modal pay increases of registered Collective Agreements for the said review period have manifested a similar pattern, fluctuating from **9%** in 2017, to **10%** in 2018 and **9%** in 2019.

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In addition, the analysis attests that the BIGWU was instrumental in negotiating the highest wage increases of 25% and 15% for both years, 2019 and 2018 respectively, with OWTU moving to second place. Those rates were recorded in the *Financial and Insurance Activities* Sub-Sector in 2019 and (a) the *Education* and (b) the *Financial and Insurance Activities* Sub-Sector in 2018 as stated before.

The following is an analysis of percentage increases in wages and salaries extracted from Collective Agreements registered at the Industrial Court in the year 2019.

METHODOLOGY

The companies with Collective Agreements registered in 2019 were categorized by Sub-Sector/ Industry and further grouped by bargaining period.

There is a presentation of data as follows:

- (a) By percentage increases in pay, the outcome of the collective bargaining process.
- (b) By jobs and their actual pay rates per company and respective bargaining period.

The percentage pay increases were analyzed per sub-sector as follows:

- (a) Average yearly percentage increases in pay per bargaining period.
- (b) Total average yearly percentage increases in pay.
- (c) The range of average yearly percentage increases in pay.
- (d) The median and the mode of annual percentage increases in pay.

The Court acknowledges the Central Statistical Office (CSO) for classifying the companies by Sub-sector using the International Standard Industrial Classification of All Economic Activities (ISIC) Revision 4, which is an updated version.

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The Sub-sectors are as follows:

- i. Administrative and Support Service Activities
- ii. Financial and Insurance Activities
- iii. Human Health and Social Work Activities
- iv. Manufacture of Chemicals and Chemical Products
- v. Manufacture of Electrical Equipment
- vi. Manufacture of Food Products
- vii. Manufacture of Machinery and Equipment N.E.C.
- viii. Other Manufacturing and Repair
- ix. Professional, Scientific and Technical Activities
- x. Trade and Repairs

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