



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

**AN ANALYSIS OF WAGES AND SALARIES
EXTRACTED FROM COLLECTIVE AGREEMENTS
REGISTERED IN 2020**

2020

A publication of the Industrial Court of Trinidad and Tobago

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ACRONYMS AND ABBREVIATIONS

ATGWU	All Trinidad General Workers' Trade Union
BIGWU	Banking, Insurance and General Workers' Union
BU	Bargaining Unit
CA	Collective Agreement
CWU	Communication Workers' Union
EPA	Estate Police Association
ESD CA	Essential Services Division Collective Agreement
GIGWU	Government, Industrial and General Workers Union
NUGFW	National Union of Government and Federated Workers
OWTU	Oilfields Workers' Trade Union
Reg No.	Registration Number
ST CA	Special Tribunal Collective Agreement
SWWTU	Seamen and Waterfront Workers' Trade Union
TIWU	Transport and Industrial Workers' Union
TTAPA	Trinidad and Tobago Airline Pilots Association
TTUCIW	Trinidad and Tobago Union of Commercial and Industrial Workers

SECTION 1:
INTRODUCTION/SUMMARY

ANALYSIS OF DATA AND TRENDS

A total of fifty (55) Collective Agreements were registered at the Industrial Court, for calendar year ending **2020**. Fifty-two (52) of those agreements were negotiated for three (3) year bargaining periods, spanning **2008-2022**, one (1) Agreement was negotiated for a four (4) year bargaining period and two (2) for a five (5) year bargaining period. It is noteworthy that the number of Collective Agreements registered for the year 2020 represents a thirty-seven and a half percent (**37.5%**) increase in the number of Agreements (forty (40)) registered in 2019. An analysis of the data from the fifty-five (55) Collective Agreements registered in **2020** revealed that the highest pay increase of twenty-three and three-quarter per cent (**23.75 %**) was recorded in the *Information and Communication* Sub-Sector. Specifically, the wage increase of twenty-three and three-quarter per cent (**23.75%**) for a five year bargaining period 2003-2007 was negotiated on behalf of monthly paid employees by one (1) company and the Communication Workers' Union (CWU). The second highest percentage pay increase of sixteen per cent (**16%**) was recorded in the *Trade and Repairs* Sub-Sector. Specifically, the sixteen per cent (**16%**) pay increase in the *Trade and Repairs* Sub-Sector was negotiated by one (1) company and the All Trinidad General Workers Union (ATGWU) for the daily rated fortnightly paid and daily rated monthly paid bargaining unit.

A comparison of the highest wage increases of registered Collective Agreements in the two (2) previous years, **2018 and 2019** showed that in **2018** the highest pay increase of fifteen percent (**15%**) emanated from the both (a) the *Education and* (b) the *Financial and Insurance*

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Activities Sub-Sectors, while in **2019**, the highest pay increase of twenty-five percent (**25%**) emanated from the *Financial and Insurance Activities* Sub-Sector.

The modal pay increase for Collective Agreements registered in **2020** was nine percent (**9%**). Nine (9) or 16.3 % of the firms from several sub-sectors, including the *Finance and Insurance Activities; Human, Health and Social Work Activities; Manufacture of Chemicals; Manufacture of Food and the Trade and Repairs* Sub-Sectors negotiated 9% for a three (3) year bargaining period, for their employees. By way of comparison, with regard to the years **2018** and **2019**, the modal pay increases in respect of Collective Agreements registered in each of those years were **10%** and **9%** 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 2020:

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Table 1.1 The top highest wage settlements per Collective Agreements in 2020:

Percentage Pay Increase	Number of Collective Agreements	% Out of 55	Sub-Sector	Bargaining Period	Bargaining Unit
23.75	One	1.8%	Information and Communication	2003 - 2007	Monthly Paid Senior Staff
16	One	1.8%	Trade and Repairs	2013 - 2015	Daily Rated Fortnightly Paid and Daily Rated Monthly Paid
15	Two	3.6%	Manufacture of Food Products	2009 - 2011 2012 - 2014	Weekly
14	Five	9.1%	Financial and Insurance Activities Manufacture of Chemicals and Chemical Products	2012 - 2014 2015 - 2017 2011 - 2013	Monthly

Conversely, as shown in **Table 1.2**, with respect to Collective Agreements registered in **2020**, the lowest percentage pay increases were **0%** and **4%**. The 0% wage increase was negotiated by companies in the *Administrative and Support Service Activities* sub-sector while the 4% wage increase was negotiated by a company in the *Real Estate Activities* sub-sector.

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In comparing the two (2) previous years, the lowest pay increase in 2018 was recorded in the *Mining and Quarrying* Sub-sector which recorded **2%**, while in 2019 the lowest percentage wage increase of 0% was negotiated by a company in the *Administrative and Support Service Activities* sub-sector.

Table 1.2: The lowest wage increases recorded per Collective Agreements registered in 2020:

Percentage Pay Increase	Number of Collective Agreements	% Out of 55	Sub-Sector	Three (3) Year Bargaining Period	Bargaining Unit
0	Three	5.5%	Administrative and Support Service Activities	2016 – 2018	Hourly Rated Estate Constables
4	One	1.8%	Real Estate Activities	2018 – 2020	Hourly, Daily Rated

Overall, the findings reveal that over the three-year review period 2018-2020, the highest wage increases negotiated through the collective bargaining process have tended to fluctuate from **15%** in 2018 to **25 %** in 2019 and **23.75%** in 2020, which reflect the reality of the domestic and global economic climate.

In addition, the modal pay increases of registered Collective Agreements for the said review period have manifested a similar pattern, fluctuating from **10%** in 2018, to **9%** in 2019 and **9%** in 2020.

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In addition, the analysis attests that the CWU was instrumental in negotiating the highest wage increase of 23.75% (for a five-year period) in 2020, while in 2018 and 2019 the BIGWU negotiated the highest wage increases of and 15% and 25% respectively. In 2018 the highest wage increase of fifteen percent (15%) was recorded in both (a) the *Education* and (b) the *Financial and Insurance Activities* sub-sectors, while in 2019, the highest wage increase of twenty-five percent (25%) was recorded in the *Financial and Insurance Activities* sub-sector.

The following is an analysis of percentage increases in wages and salaries extracted from Collective Agreements registered at the Industrial Court in the year 2020.

METHODOLOGY

The companies with Collective Agreements registered in 2020 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. Accommodation and Food Services
- ii. Administrative and Support Service
- iii. Arts, Entertainment and Recreation
- iv. Financial and Insurance Activities
- v. Human, Health and Social Work Activities
- vi. Information and Communication
- vii. Manufacture of Chemicals and Chemical Products
- viii. Manufacture of Food Products
- ix. Manufacture of Wood, Paper Products and Printing
- x. Mining and Quarrying
- xi. Other Manufactured Products
- xii. Real Estate Activities
- xiii. Trade and Repairs
- xiv. Transportation and Storage
- xv. Water, Sewerage, Waste Management and Remediation

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