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

AN ANALYSIS OF WAGES AND SALARIES EXTRACTED FROM COLLECTIVE AGREEMENTS REGISTERED IN 2021

2021

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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
EPA	Estate Police Association
ESD CA	Essential Services Division Collective Agreement
NPSA	National Petroleum Staff Association
NUGFW	National Union of Government and Federated Workers
OWTU	Oilfields Workers' Trade Union
PSA	Public Services Association
Reg No.	Registration Number
SWWTU	Seamen and Waterfront Workers Association
TIWU	Transport and Industrial Workers' Union
TTPWU	Trinidad and Tobago Postal workers union
TTUCIW	Trinidad and Tobago Union of Commercial and Industrial Workers

SECTION 1:
INTRODUCTION/SUMMARY

ANALYSIS OF DATA AND TRENDS

A total of one hundred and four **(104)** Collective Agreements were registered at the Industrial Court, for calendar year ending **2021.** Ninety-four (94) of those agreements were negotiated for three (3) year bargaining periods, spanning **2002-2024**, seven (7) Agreements were negotiated for a four (4) year bargaining period and three (3) for a five (5) year bargaining period. It is noteworthy that the number of Collective Agreements registered for the year 2021 represents an eighty-nine percent **(89%)** increase in the number of Agreements (fifty-five (55)) registered in 2020. The main reason for the large increase in Collective Agreements registered in 2021 was the registration of a large number of Agreements (older) that were pending amendments. The Office of Economic and Industrial Research (OEIR) of the Industrial Court was instrumental in liaising with the parties to these Agreements to ensure that the requisite amendments were made, following which the Agreements were registered. This exercise was conducted in 2021 and accounts for an increased number of Collective Agreements being registered in 2021.

An analysis of the data from the one hundred and four (104) Collective Agreements registered in 2021 revealed that the highest pay increase of twenty-five per cent (**25%**) was recorded in the **Administrative and Support Services Activities** sub-sector. Specifically, the wage increase of twenty-five per cent **(25%)** for a three year bargaining period 2010-2012 was negotiated on behalf of hourly and monthly paid precepted officers by one (1) company and the Estate Police Association (EPA). The second highest percentage pay increase of twenty per cent **(20%)** was recorded in the **Financial and Insurance Activities** sub-Sector. Specifically, the seventeen per cent **(17%)** pay increase in

the Financial and Insurance Activities sub-sector was negotiated by one (1) company and the Banking, Insurance and General Workers' Union (BIGWU) for the monthly rated bargaining unit.

A comparison of the highest wage increases of registered Collective Agreements in the two (2) previous years, **2019** and **2020** showed that in **2019** the highest pay increase of twenty-five percent **(25%)** emanated from **the Financial and Insurance Activities** *sub-sector, while in* **2020**, the highest pay increase of twenty-three and three-quarter percent **(23.75%)** emanated from the **Information and Communication Sub-Sector.**

The modal pay increase for Collective Agreements registered in **2021** was twelve percent (**12%**). Fourteen **(14) or 13.5 %** of the firms from several sub-sectors, including the ***Finance and Insurance Activities; Manufacture of Chemicals and Chemical Products; Other Service Activities and*** **Public Administration and Defence; Compulsory Social Security** sub-sectors negotiated **12%** for a three (3) year bargaining period, for their employees. By way of comparison, with regard to the years **2019** and **2020,** the modal pay increases in respect of Collective Agreements registered in each of those years were **9%.**

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 2021:

Table 1.1 The top highest wage settlements per Collective Agreements in 2021:

Percentage Pay Increase	Number of Collective Agreements	% Out of 104	Sub-Sector	Bargaining Period	Bargaining Unit
25	One	.96%	Administrative and Support Service Activities	2010 - 2012	Hourly and Monthly Rated Precepted Officers
20	One	.96%	Financial and Insurance Activities	2014 - 2018	Monthly Rated
17	One	.96%	Financial and Insurance Activities	2016 - 2019	Monthly Rated
16	Three	2.9%	Public Administration and Defence; Compulsory Social Security Transportation and Storage	2007 - 2009 2014 - 2016	Monthly Rated Monthly Rated

Conversely, as shown in **Table 1.2**, with respect to Collective Agreements registered in **2021**, the lowest percentage pay increases were **0%** and **2%**. The **0%** wage increase was negotiated by companies in the **Accommodation and Food Support Activities, Administrative and Support Service Activities, Financial and Insurance Activities and Information and Communications** sub-sectors while the **2%** wage increase was negotiated by a company in the **Information and Communication** sub-sector.

In comparing the two (2) previous years, the lowest pay increase in 2019 was recorded in the ***Administrative and Support Service Activities*** **sub-sector** which recorded **0%**, while in 2020 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 2021:

Percentage Pay Increase	Number of Collective Agreements	% Out of 104	Sub-Sector	Three (3) Year Bargaining Period	Bargaining Unit
0	Five	4.8%	Accommodation and Food Support Activities Administrative and Support Services Activities Financial and Insurance Activities Information and Communication	2014 - 2016 2016 - 2018 2020 - 2022	Weekly Rated Monthly Rated
2	Two	1.9%	Information and Communication	2014 – 2016	Monthly Rated

Overall, the findings reveal that over the three-year review period 2019-2021, the highest wage increases negotiated through the collective bargaining process have tended to fluctuate from **25 %** in 2019, ***23.75%*** in 2020 and **25%** in 2021, which reflect the reality of the domestic and global economic climate. It is noted, however, that the **25%** increase emanated from an older Agreement (2010-2013) that got registered in 2021. The year 2021 saw reduced economic activity and collective bargaining as a result of the COVID-19 pandemic.

Furthermore, the modal pay increases of registered Collective Agreements for the said review period showed a three percentage (3%) point increase from 9% in 2019 and 2020 to 12% in 2021.

The following is an analysis of percentage increases in wages and salaries extracted from Collective Agreements registered at the Industrial Court in the year 2021.

METHODOLOGY

The companies with Collective Agreements registered in 2021 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.

The Sub-sectors are as follows:

i. Accommodation and Food Support Activities
ii. Administrative and Support Service
iii. Arts, Entertainment and Recreation
iv. Education
v. Electricity and Gas
vi. Financial and Insurance Activities
vii. Human Health and Social Work
viii. Information and Communication
ix. Manufacture of Beverages
x. Manufacture of Chemicals and Chemical Products
xi. Manufacture of Food Products
xii. Manufacture of Food Products
xiii. Manufacture of Wood and Paper Products; Printing
xiv. Mining and Quarrying
xv. Other Manufactured Products
xvi. Other Service Activities
xvii. Professional, Scientific and Technical Activities
xviii. Public Administration and Defence; Compulsory Social Security
xix. Trade and Repairs
xx. Transportation and Storage

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