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

AN ANALYSIS OF WAGES AND SALARIES EXTRACTED FROM COLLECTIVE AGREEMENTS REGISTERED IN 2022

2022

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ACRONYMS AND ABBREVIATIONS

ATGWTU	All Trinidad General Workers' Trade Union
AWU	Amalgamated Workers 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
MSATT	Managers and Supervisors Association of Trinidad and Tobago
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 Trade Union
TIWU	Transport and Industrial 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 seven **(107)** Collective Agreements were registered at the Industrial Court, for calendar year ending **2022.** One hundred and three (103) of those agreements were negotiated for three (3) year bargaining periods, spanning **2006-2024**, two (2) Agreements were negotiated for a four (4) year bargaining period and two (2) for a five (5) year bargaining period. It is observed that the number of Collective Agreements registered for the year 2022 represents a marginal three percent **(3%)** increase in the number of Agreements (one hundred and four (104)) registered in 2021. An analysis of the data from the one hundred and seven (107) Collective Agreements registered in 2022 revealed that the highest pay increase of sixteen per cent (**16%**) was recorded in the **Financial and Insurance Activities** sub-sector. Specifically, the wage increase of sixteen per cent **(16%)** for three year bargaining periods 2012-2014 and 2013 - 2015 were negotiated on behalf of monthly rated workers by two (2) companies and the Oilfields Workers' Trade Union and Banking, Insurance and General Workers' Union. The second highest percentage pay increase of fifteen per cent **(15%)** was also recorded in the **Financial and Insurance Activities** sub-Sector. Specifically, the fifteen per cent **(15%)** pay increase in **the Financial and Insurance Activities** sub-sector was negotiated by four (4) companies and Banking, Insurance and General Workers' Union (BIGWU) and Oilfields Workers' Trade Union for the monthly rated bargaining unit.

A comparison of the highest wage increases of registered Collective Agreements in the two (2) previous years, **2020** and **2021** showed that in **2020** the highest pay increase of twenty-five percent **(23.75%)** emanated from **the Information and Communication** *sub-sector, while in*

2021, the highest pay increase of twenty five percent **(25%)** emanated from the **Administrative and Support Services Activities Sub-Sector.**

The modal pay increase for Collective Agreements registered in **2022** was **eight percent (8%).** Seventeen **(17) or sixteen percent (16 %)** of the firms from several sub-sectors, including the ***Transportation and Storage***, ***Finance and Insurance Activities; Administrative and Support Services and Trade and Repairs*** sub-sectors negotiated **8%** for a three (3) year bargaining period, for their employees. By way of comparison, the modal percentage increases with respect to Collective Agreements registered in **2020** and **2021 were 9% and 12% 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 2022:

Table 1.1 The top highest wage settlements per Collective Agreements in 2022:

Percentage Pay Increase	Number of Collective Agreements	% Out of 107	Sub-Sector	Bargaining Period	Bargaining Unit
16	Two	1.87%	Financial and Insurance Activities	2011 - 2014 2023 - 2015	Monthly Rated
15	Four	3.73%	Financial and Insurance Activities	2009 - 2011 2015 - 2017	Monthly Rated
14	Nine	8.41%	Education	2012 – 2014 2013 – 2015	Monthly Rated Hourly Rated
			Financial and Insurance Activities	2011 – 2013 2014 – 2016 2015 – 2017 2018 – 2020	Monthly Rated
			Manufacture of Food Products	2018 - 2020 2021 - 2024	Hourly, Daily and Weekly Rated
13	One	0.93%	Financial and Insurance Activities	2012 - 2014	Monthly Rated

Conversely, as shown in **Table 1.2**, with respect to Collective Agreements registered in **2022**, the lowest percentage pay increases were **0%** and **2%**. The **0%** wage increase was negotiated by companies in the **Administrative and Support Service Activities** sub-sector while the **2%** wage increase was negotiated by a company in the **Mining and Quarrying** sub-sector.

In comparing the two (2) previous years, the lowest pay increase in 2020 was recorded in the ***Administrative and Support Service Activities*** **sub-sector** which recorded **0%**, while in 2021 the lowest percentage wage increase was **0% which** was also recorded 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 2022:

Percentage Pay Increase	Number of Collective Agreements	% Out of 107	Sub-Sector	Three (3) Year Bargaining Period	Bargaining Unit
0	Four	3.7%	Accommodation and Support Activities Mining and Quarrying	2016 - 2018 2018 - 2020	Precepted Officers Estate Police Constables
2	Two	1.9%	Public Administration and Defence	2014 - 2016 2017 - 2019	Hourly, Daily and Weekly Rated

Overall, the findings reveal that over the three-year review period 2020-2022, the highest wage increases negotiated through the collective bargaining process have tended to fluctuate from ***23.75%*** in 2020, **25%** in 2021 and **16%** in 2022, which reflect the realities of local and international economic conditions. The significant decline of nine percentage (9%) points from 25% for Agreements registered in 2021 to

16% for Agreements registered in 2022 seems to be indicative of the negative economic effects of the global COVID pandemic, which caused a step decline in business activities.

Furthermore, the modal pay increases of registered Collective Agreements for the said review period showed some degree of fluctuations, from nine percent (9%) in 2020, twelve percent (12%) in 2021 to eight percent (8%) in 2022.

The following is an analysis of percentage increases in wages and salaries extracted from Collective Agreements registered at the Industrial Court in the year 2022.

METHODOLOGY

The companies with Collective Agreements registered in 2022 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.

INTRODUCTION/SUMMARY

The Sub-sectors are as follows:

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

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