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

AN ANALYSIS OF WAGES AND SALARIES EXTRACTED FROM COLLECTIVE AGREEMENTS REGISTERED IN 2023

2023

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ACRONYMS AND ABBREVIATIONS

ATGWTW	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
MASATT	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 review of the 2023 calendar year revealed that a total of one hundred and twenty-one **(121)** Collective Agreements were registered at the Industrial Court**.** One hundred and eleven (111) of those agreements were negotiated for three (3) year bargaining periods, spanning **2003-2025**, four (4) Agreements were negotiated for a four (4) year bargaining period and six (6) for a five (5) year bargaining period. It is observed that the number of Collective Agreements registered for the year 2023 represents a thirteen percent **(13%)** increase in the number of Agreements (one hundred and seven (107)) registered in 2022. An analysis of the data from the one hundred and twenty-one (121) Collective Agreements registered in 2023 revealed that the highest pay increase of twenty-two and three-quarter per cent (**22.75%**) was recorded in the **Information and Communication** sub-sector. Specifically, the wage increase of twenty-two and three-quarter per cent **(22.75%)** for a five year bargaining period 2003-2007 was negotiated on behalf of monthly Paid Junior Staff and the Communication Workers' Union. The second highest percentage pay increase of nineteen per cent **(19%)** was recorded in the **Financial and Insurance Activities** sub-Sector. Specifically, the nineteen per cent **(19%)** pay increase in **Financial and Insurance Activities** sub-sector was negotiated by two (2) companies and Oilfields Workers' Trade Union (OWTU) and Banking, Insurance and General Workers Union on behalf of three (3) separate Monthly Rated bargaining units.

A comparison of the highest wage increases of registered Collective Agreements in the two (2) previous years, **2021** and **2022** showed that in **2021** the highest pay increase of twenty-five percent **(25%)** emanated from **the Administrative and Support Services** *sub-sector, while in* **2022**, the highest pay increase of sixteen percent **(16%)** emanated from the **Financial and Insurance Activities Sub-Sector.**

The modal pay increase for Collective Agreements registered in **2023** was **six percent (6%)**. Eighteen **(18) or 14.9 %** of the firms from five (5) sub-sectors, mainly the ***Finance and Insurance Activities and Trade and Repairs*** sub-sectors negotiated **6%** for a three (3) year bargaining period, for their employees, while just two (2) or .02% negotiated for a four (4) year bargaining period. By way of comparison, the modal percentage increases with respect to Collective Agreements registered in **2021** and **2022 were 12% and 8% 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 2023:

INTRODUCTION/SUMMARY

Table 1.1 The top highest wage settlements per Collective Agreements in 2023:

Percentage Pay Increase	Number of Collective Agreements	% Out of 121	Sub-Sector	Bargaining Period	Bargaining Unit
22.75	One	.83%	Information and Communication	2003 – 2007	Monthly Paid
19	Three	2.5%	Financial and Insurance Activities	2010 – 2012 2012 – 2014	Monthly Rated
17	Two	1.7%	Education Trade and Repairs	2008 – 2020 2012 – 2014	Monthly Rated Hourly/Daily Rated Non-Precepted Officers
15	Five	4.1%	Accommodation and Food Service Activities Financial and Insurance Activities	2005 – 2009 2009 – 2011 2011 – 2013 2012 – 2014 2018 – 2020	Weekly Rated Weekly and Monthly Rated Monthly Rated

Conversely, as shown in **Table 1.2**, with respect to Collective Agreements registered in **2023**, the lowest percentage pay increases were **0%** and **2%**. The **0%** wage increase was negotiated by companies in the **Administrative and Support Service Activities, Construction, Other**

Manufactured Products and the Other Service Activities sub-sectors while the **2%** wage increase was negotiated by a company in the **Education** sub-sector.

In comparing the two (2) previous years, the lowest pay increase in 2021 was recorded in the ***Administrative and Support Service Activities*** **sub-sector** which recorded **0%**, while in 2022 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 2023:

Percentage Pay Increase	Number of Collective Agreements	% Out of 121	Sub-Sector	Three (3) Year Bargaining Period	Bargaining Unit
0	Eight	6.7%	Accommodation and Support Activities Construction Other manufactured Products Other Service Activities	2006 – 2009 2009 – 2012 2014 – 2016 2015 – 2017 2015 – 2019 2018 – 2020 2019 – 2021 2020 – 2022	Hourly Rated Precepted Officers Hourly Rated Precepted Estate Sergeants, Corporals and Constables Hourly Rated, Fortnightly Paid Estate Police Monthly Rated Estate Constables BU#1 Hourly, Daily and Weekly Paid Workers BU#1 Monthly/Hourly Rated
2	One	.83%	Education	2017 - 2019	BU#1 Non- Academic Workers Support Workers

Overall, the findings reveal that over the three-year review period 2021-2023, the highest wage increases negotiated through the collective bargaining process have tended to fluctuate from ***25%*** in 2021, **16%** in 2022 and **22.75%** in 2023. 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 -19 pandemic, which caused a steep decline in business activities.

Furthermore, the modal pay increases of registered Collective Agreements for the said review period showed a downward trend, from twelve percent **(12%)** in 2021 to eight percent **(8%)** in 2022 to six percent (6%). This could be indicative of the parties to the Agreements lowering their expectations in light of prevailing economic realities particularly in light of impact of the Covid-19 pandemic on the local economy.

The following is an analysis of percentage increases in wages and salaries extracted from Collective Agreements registered at the Industrial Court in the year 2023.

METHODOLOGY

The companies with Collective Agreements registered in 2023 were categorized by Sub-Sector/ Industry and further grouped by bargaining period.

Included 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 Services
ii. Administrative and Support Services
iii. Arts, Entertainment and Recreation
iv. Construction
v. Education
vi. Electricity and Gas
vii. Financial and Insurance Activities
viii. Human Health and Social Work
ix. Information and Communication
x. Manufacture and Chemicals and Chemical Products
xi. Manufacture of Food Products
xii. Manufacture of Paper and Paper Products
xii. Manufacture of Tobacco Products
xiv. Mining and Quarrying
xv. Other Manufactured Products
xvi. Other Service Activities
xvii. Trade and Repairs
xviii. Water Supply, Sewerage, Waste Management and Remediation Activities

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