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

AN ANALYSIS OF WAGES AND SALARIES EXTRACTED FROM COLLECTIVE AGREEMENTS REGISTERED IN 2024

2024

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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
GIGWU	Government, Industrial Workers' Union
NUGFW	National Union of Government and Federated Workers
OWTU	Oilfields Workers' Trade Union
PSA	Public Services Association
Reg No.	Registration Number
ST CA	Special Tribunal Collective Agreement
SWWTU	Seamen and Waterfront Workers Trade Union
T/A	Trading as
TIWU	Transport and Industrial Workers' Union
TTUCIW	Trinidad and Tobago Union of Commercial and Industrial Workers

SECTION 1:
INTRODUCTION AND/SUMMARY

ANALYSIS OF DATA AND TRENDS

This document provides an analysis of the wages and salaries contained in the Collective Agreements registered by the Industrial Court during the calendar year 2024. A review of the 2024 calendar year revealed that a total of seventy **(70)** Collective Agreements were registered at the Industrial Court**.** Sixty-three (63) of those Agreements were negotiated for three (3) year bargaining periods, spanning **2008-2028,** one (1) Agreement was negotiated for a four (4) year bargaining period and six (6) Agreements were negotiated for five (5) year bargaining periods. It is observed that the number of Collective Agreements registered for the year 2024 represents a forty-two percent **(42%)** decrease in the number of Agreements (one hundred and twenty-one (121) registered in 2023. This sharp decrease is primarily due to the fact many Agreements from previous years which were pending amendments were amended in 2023 and registered in that year. An analysis of the data from the seventy (70) Collective Agreements registered in 2024 revealed that the highest pay increase of fifteen percent (**15%**) was recorded in the **Financial and Insurance Activities** sub-sector. Specifically, the wage increase of fifteen percent **(15%)** for a five-year bargaining period 2019-2023 was negotiated on behalf of monthly rated employees and the Banking, Insurance and General Workers' Union (BIGWU). The second highest percentage pay increase of thirteen and a half percent **(13.5%)** was also recorded in the **Financial and Insurance Activities** sub-sector, which was negotiated by one (1) company and the Banking, Insurance and General Workers' Union (BIGWU) for a three-year bargaining period 2013-2015.

A comparison of the highest wage increases of registered Collective Agreements in the two (2) previous years, **2022** and **2023** showed that in **2022** the highest pay increase of twenty-five percent **(25%)** emanated from **the Administrative and Support Services** *sub-sector, **while in 2023*** the highest pay increase of twenty-two and three-quarter per cent (**22.75%**) was recorded in the **Information and Communication** sub-sector.

The modal pay increase for Collective Agreements registered in **2024** was **seven percent (7%).** Thirteen **(13)** or **18.5 %** of the firms from several sub-sectors; ***Financial and Insurance Activities;*** the ***Manufacture of Tobacco, Manufacture of Wood and Paper Products and Printing;*** the ***Mining and Quarrying,*** and the ***Transportation and Storage*** sub-sectors negotiated seven percent (**7%**) for three (3) year bargaining periods, for their employees. By way of comparison, the modal percentage increases with respect to Collective Agreements registered in **2022** and **2023** were **8%** and **6%** 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 2024:

INTRODUCTION/SUMMARY

Table 1.1 The highest wage settlements per Collective Agreements in 2024:

Percentage Pay Increase	Number of Collective Agreements	% Out of 70	Sub-Sector	Bargaining Period	Bargaining Unit
15 %	One (1)	1.4%	Financial and Insurance Activities	2019 – 2023	Monthly Rated
13.5 %	One (1)	1.4%	Financial and Insurance Activities	2013 – 2015	Monthly Rated
12 %	Two (2)	2.8 %	Trade and Repairs	2022 – 2024	Monthly Rated and Hourly Rated / Weekly Paid
10.5 %	Two (2)	2.8 %	Other Manufactured Products	2016 – 2020 2018 – 2022	Hourly Rated / Weekly Paid Monthly Rated

Conversely, as shown in **Table 1.2**, with respect to Collective Agreements registered in **2024**, the lowest percentage pay increases were **0%** and **2%**. The **0%** wage increase was negotiated by companies in the **Manufacture of Wood and Paper Products and Printing;** the **Mining and Quarrying;** and the **Administrative and Support Service Activities sub-sectors,** while the **2%** wage increase was negotiated by companies in the **Agriculture, Forestry and Fishing;** the **Education** and the **Trade and Repairs** sub-sectors.

INTRODUCTION/SUMMARY

In comparing the two (2) previous years, the lowest pay increase in 2022 was recorded in the ***Administrative and Support Service Activities*** sub-sector which recorded **0%**, while in 2023 the lowest percentage wage increase was **0%** which was also recorded by companies in the ***Administrative and Support Service Activities;*** the ***Construction, Other Manufactured Products and Other Service Activities*** sub-sectors.

Table 1.2: The lowest wage increases recorded per Collective Agreements registered in 2024:

Percentage Pay Increase	Number of Collective Agreements	% Out of 70	Sub-Sector	Three (3) Year Bargaining Period	Bargaining Unit
0 %	Four (4)	5.7 %	Manufacture of Wood and Paper Products and Printing Mining and Quarrying Administrative and Support Service Activities	2021 – 2023 2018 – 2020 2022 – 2024	Non-Academic Support Workers Monthly Rated Workers Weekly and Hourly Rated Workers Hourly Rated Estate Police Constables
2 %	Seven (7)	10 %	Agriculture, Forestry and Fishing Education Trade and Repairs	2014 – 2016 2017 – 2019 2014 – 2016 2020 – 2022	Junior Monthly Paid Workers BU#1 Weekly Rated Workers BU#1 Non-Academic Support Workers BU#4 Monthly Rated Workers

Overall, the findings reveal that over the three-year review period 2022-2024, the highest wage increases negotiated through the collective bargaining process have tended to fluctuate from 25% in 2022, 22.75% in 2023 and 15% in 2024, which reflect the realities of local and international economic conditions. The decline of two and a half percentage (2.5%) points from 25% for Agreements registered in 2022 to 22.5% for Agreements registered in 2023, and seven and three-quarter percentage points decline to 15% in 2024 seems indicative of the residual negative economic effects of the global COVID pandemic, which caused a marked decline in business activities. in addition, the decline in revenue from the energy sector was also a contributing factor.

Furthermore, the modal pay increases of registered Collective Agreements for the said review period showed a very small degree of fluctuation, from eight percent **(8%)** in 2022, six percent **(6%)** in 2023 to seven percent **(7%)** in 2024.

The following is an analysis of percentage increases in wages and salaries extracted from Collective Agreements registered at the Industrial Court in the year 2024.

METHODOLOGY

The companies with Collective Agreements registered in 2024 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 Support Activities
ii. Administrative and Support Service Activities
iii. Agriculture, Forestry and Fishing
iv. Construction
v. Education
vi. Financial and Insurance Activities
vii. Information and Communication
viii. Manufacture of Chemicals and Chemical Products
ix. Manufacture of Food Products
x. Manufacture of Wood and Paper Products and Printing
xi. Mining and Quarrying
xiii. Other Manufactured Products
xiv. Other Service Activities
xv. Real Estate Activities
xvi. Trade and Repairs
xvii. Transportation and Storage

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