

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

AN ANALYSIS OF WAGES AND SALARIES EXTRACTED FROM COLLECTIVE AGREEMENTS REGISTERED IN 2025

2025

A publication of the Industrial Court of Trinidad and Tobago

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TABLE OF CONTENTS

PAGE

ACRONYMS AND ABBREVIATIONS 4

SECTION 1: INTRODUCTION / SUMMARY 6-13

SECTION 2: LIST OF COLLECTIVE AGREEMENTS REGISTERED IN 2025 15-20

SECTION 3: ANALYSIS OF PERCENTAGE INCREASES IN PAY AS PER REGISTERED COLLECTIVE AGREEMENTS 2025 22-23

SECTION 4: ACTUAL PERCENTAGE INCREASES IN PAY BY SUB-SECTOR 25-39

SECTION 5: SCHEDULE OF PAY PER SUB-SECTOR AND JOB CLASSIFICATION 40

- Accommodation and Food Service Activities 41
- Agriculture, Forestry and Fishing 51
- Education 52
- Financial and Insurance Activities 54
- Manufacture of Beverages..... 76
- Manufacture of Chemicals and Chemical Products..... 83
- Manufacture of Food Products 96
- Manufacture of Wood and Paper Products and Printing 99
- Mining and Quarrying 106
- Other Manufactured Products 115
- Other Service Activities 117
- Professional, Scientific and Technical Activities 122
- Trade and Repairs 124
- Transportation and Storage... 125

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
EPA	Estate Police Association
ESD CA	Essential Services Division Collective Agreement
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
T/A	Trading as
TIWU	Transport and Industrial Workers' Union
TTAPA	Trinidad and Tobago Airlines Pilots Association
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 2025. A review of the 2025 calendar year revealed that a total of forty-seven **(47)** Collective Agreements were registered at the Industrial Court**.** Forty-three (43) of those Agreements were negotiated for three (3) year bargaining periods, spanning **2008 - 2027,** one (1) Agreement was negotiated for a four (4) year bargaining period and three (3) Agreements were negotiated for five (5) year bargaining periods. It is observed that the number of Collective Agreements registered for the year 2025 represents a thirty-three percent **(33%)** decrease in the number of Agreements, seventy (70) registered in 2024. An analysis of the data from the forty-seven (47) Collective Agreements registered in 2025 revealed that the highest pay increase of thirty percent (**30%**) was recorded in the **Financial and Insurance Activities** sub-sector. Specifically, the wage increase of thirty percent **(30%)** for a three-year bargaining period 2017-2019 was negotiated on behalf of monthly rated employees and the Banking, Insurance and General Workers' Union (BIGWU). The second highest percentage pay increase of twenty-seven percent **(27%)** was also recorded in the **Financial and Insurance Activities** sub-sector, which was also negotiated by the Banking, Insurance and General Workers' Union (BIGWU) for the three-year bargaining period 2017-2019.

A comparison of the highest wage increases of registered Collective Agreements in the two (2) previous years, **2023** and **2024** showed that in ***2023*** the highest pay increase of twenty-two and three-quarter per cent (**22.75%**) emanated from the **Information**

and Communication sub-sector, while in ***2024*** the highest pay increase of fifteen per cent (**15%**) was recorded in the **Financial and Insurance Activities** sub-sector.

The modal pay increase for Collective Agreements registered in **2025** was **nine percent (9%)**. Eight **(8)** or **17 %** of the firms from several sub-sectors; ***Financial and Insurance Activities;*** the ***Manufacture of Beverages, Manufacture of Chemical and Chemical Products;*** the ***Professional, Scientific and Technical,*** and the ***Transportation and Storage*** sub-sectors negotiated nine percent (**9%**) for three (3) year, (4) year and (5) year bargaining periods, for their employees. It is to be noted that seven **(7)** or **15 %** of the firms from the ***Financial and Insurance Activities,*** the ***Manufacture of Chemical and Chemical Products;*** *and the* ***Manufacture of Wood and Paper Products and Printing*** sub-sectors negotiated six percent **(6%)** for three (3) year bargaining periods.

By way of comparison, the modal percentage increases with respect to Collective Agreements registered in **2023** and **2024** were **6%** and **7%** 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 2025:

INTRODUCTION/SUMMARY

Table 1.1 The highest wage settlements per Collective Agreements in 2025:

Percentage Pay Increase	Number of Collective Agreements	% Out of 47	Sub-Sector	Bargaining Period	Bargaining Unit
30 %	One (1)	2.1%	Financial and Insurance Activities	2017 – 2019	Monthly Rated
27 %	One (1)	2.1%	Financial and Insurance Activities	2017 – 2019	Monthly Rated
14 %	Three (3)	6.4 %	Financial and Insurance Activities Education Transportation and Storage	2021 – 2025 2011 - 2013 2012 - 2014	Monthly Rated Non Academic Staff Daily, Hourly and Fortnightly Rated
12 %	One (1)	2.1%	Financial and Insurance Activities	2020 – 2022	Monthly Rated
11%	One (1)	2.1%	Financial and Insurance Activities	2012 - 2014	Monthly Rated
10%	Three (3)	6.4 %	Other Manufactured Products Other Service Activities Trade and Repairs	2021 – 2024 2011 – 2013 2022 – 2024	Hourly Rated, Weekly Paid Monthly Rated Daily and Weekly Paid

Conversely, as shown in **Table 1.2**, with respect to Collective Agreements registered in **2025**, the lowest percentage pay increases were **0%** and **2%**. The **0%** wage increase was negotiated by one (1) company in the ***Accommodation and Food Service Activities*** **sub-sector,** while the **2%** wage increase was negotiated by companies in the ***Agriculture, Forestry and Fishing;*** and the ***Transportation and Storage*** sub-sectors.

In comparing the two (2) previous years, the lowest pay increase in **2023** was recorded by companies in the ***Administrative and Support Service Activities, the Construction, Other Manufactured Products and Other Service Activities*** sub-sectors which recorded **0%**, while in **2024** the lowest percentage wage increase was also **0%** which was recorded 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.

Table 1.2: The lowest wage increases recorded per Collective Agreements registered in 2025:

Percentage Pay Increase	Number of Collective Agreements	% Out of 47	Sub-Sector	Bargaining Period	Bargaining Unit
0 %	Two (2)	4.2 %	Accommodation and Food Service Activities	2017 – 2019	Weekly Rated Monthly Rated
2 %	Two (2)	4.2 %	Agriculture, Forestry and Fishing Transportation and Storage	2017 – 2019 2018 – 2020	Hourly and Daily Rated Workers Monthly Rated Officers

Overall, the findings reveal that over the three-year review period 2023-2025, the highest wage increases negotiated through the collective bargaining process have tended to fluctuate from 22.75% in 2023, 15% in 2024, and 30% in 2025 which reflect the realities of local and international economic conditions. The decline of seven and three-quarter percentage (7.75%) points from 22.75% for Agreements registered in 2023 to 15% for Agreements registered in 2024, and fifteen (15%) percentage points increase to 30% in 2025 seems indicative of the resumption of the collective bargaining process within a period of economic recovery after coping with 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 increase, from six percent (6%) in 2023, seven percent (7%) in 2024 to (9%) in 2025.

The following is an analysis of percentage increases in wages and salaries extracted from Collective Agreements registered at the Industrial Court in the year 2025.

METHODOLOGY

The companies with Collective Agreements registered in 2025 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. Agriculture, Forestry and Fishing
iii. Education
iv. Financial and Insurance Activities
v. Manufacture of Beverages
vi. Manufacture of Chemicals and Chemical Products
vii. Manufacture of Food Products
viii. Manufacture of Wood and Paper Products and Printing
ix. Mining and Quarrying
x. Other Manufactured Products
xi. Other Service Activities
xii. Professional, Scientific and Technical Services
xiii. Transportation and Storage
xiv. Trade and Repairs

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