



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

**AN ANALYSIS OF WAGES AND SALARIES  
EXTRACTED FROM COLLECTIVE AGREEMENTS  
REGISTERED IN 2017**

**2017**

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## ACRONYMS AND ABBREVIATIONS

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|              |  |
|--------------|--|
| ATGW TU      | All Trinidad General Workers' Trade Union                              |
| BIGWU        | Banking, Insurance and General Workers' Union                          |
| BU           | Bargaining Unit  |
| CA           | Collective Agreement   |
| CGW TU       | Contractors and General Workers' Trade Union                           |
| EPA          | Estate Police Association  |
| ESD CA       | Essential Services Division Collective Agreement                       |
| GIGWU        | Government Industrial and General Workers' Union                       |
| MSATT        | Managers and Supervisors Association of Trinidad and Tobago            |
| NUGFW        | National Union of Government and Federated Workers                     |
| OFEU         | Office and Factory Employees' Union                                    |
| OWTU         | Oilfields Workers' Trade Union   |
| PSA          | Public Services Association of Trinidad and Tobago                     |
| Reg No.      | Registration Number  |
| SSA of T&TEC | Senior Staff Association of Trinidad and Tobago Electricity Commission |
| ST CA        | Special Tribunal Collective Agreement                                  |
| SWW TU       | Seamen and Waterfront Workers' Trade Union                             |
| TIWU         | Transport and Industrial Workers' Union                                |
| TTUCIW       | Trinidad and Tobago Union of Commercial and Industrial Workers         |
| WEF          | With Effect From   |

**SECTION 1:**  
**INTRODUCTION/SUMMARY**

## ANALYSIS OF DATA AND TRENDS

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For the year 2017, a total of fifty-three (53) Collective Agreements were registered at the Industrial Court, all of which were negotiated for three (3) year bargaining periods spanning 2008-2019. An analysis of the data from forty-nine (49)<sup>1</sup> of the fifty-three (53) Collective Agreements registered in **2017** revealed that the highest pay increase of eighteen per cent (**18%**) was recorded in the *Petroleum and Other Mining Industries Sub-sector*. In particular, the wage increase of eighteen per cent (18%) for the bargaining period 2015-2017 was negotiated on behalf of hourly, weekly rated employees by one company and the Oilfields Workers' Trade Union (OWTU) in the said Sub-sector. The second highest percentage pay increase, sixteen percent (16%) was recorded in the *Personal Services Sub-sector* by one company and the National Union of Government and Federated Workers (NUGFW) on behalf of hourly rated employees, for the bargaining period 2014-2016.

A comparison of the highest wage increases of registered Collective Agreements in the two (2) previous years, 2015 and 2016 showed that the highest pay increase in **2015** was twenty-six per cent (**26%**) in the *Distribution Sub-sector*. This increase was negotiated on behalf of monthly paid employees for the bargaining period 2011-2013.

In **2016**, the highest wage increase of twenty-five per cent (**25%**) emanated from the *Petroleum and Other Mining Industries Sub-sector*. It was negotiated on behalf of hourly, weekly rated employees for the bargaining period 2012-2014.

The modal pay increase for Collective Agreements registered in **2017** was nine per cent (**9%**). Thirteen (13) or 26.5% of the firms from several industries, including *Chemical and Non-Metallic Minerals, Construction and Finance, Insurance, Real Estate and Business Services*

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<sup>1</sup> Four (4) of the registered Collective Agreements negotiated varying pay increases, which were not based on percentages and therefore were excluded from the analysis. The registration numbers of these Agreements were ESD CA 2, STCA 5, CA 10 and CA 11. This document provides further details.

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negotiated 9% for a three (3) year bargaining period, for their employees. By way of comparison, with regard to the years **2015** and **2016**, the modal pay increase in respect of Collective Agreements registered in each of those years was **12%**.

**Table 1.1 illustrates the top highest wage settlements per Collective Agreements registered in 2017:**

| Percentage Pay Increase | Number Of Collective Agreements | % Out Of 49 | Sub-sector   | Three (3) Year Bargaining Period          | Bargaining Unit             |
|-------------------------|---------------------------------|-------------|--|---|-----------------------------|
| 18                      | One                             | 2%          | Petroleum and Other Mining Industries  | 2015 - 2017                               | Hourly, Weekly              |
| 16                      | One                             | 2%          | Personal Services  | 2014-2016                                 | Hourly                      |
| 15                      | Two                             | 4%          | Distribution<br>Transportation, Communication and Storage                          | 2013 - 2016<br>2013 - 2016                | Weekly<br>Hourly            |
| 14                      | Three                           | 6%          | Finance, Insurance, Real Estate and Business Services<br>Food Processors and Drink | 2012 - 2014<br>2014 - 2016<br>2014 - 2017 | Monthly<br>Hourly<br>Hourly |

Furthermore, as shown in **Table 1.2**, for Collective Agreements registered in **2017**, the lowest percentage pay increases were **3%** and **5%** negotiated in the *Petroleum and other Mining Industries* and the *Electricity and Water* Sub-sectors, respectively.

In comparing the two previous years, the lowest pay increases in **2015** was **5%** from the *Personal Services* Sub-sector, while in **2016**, the *Finance, Insurance and Real Estate and Business Services* Sub-sector recorded **0%**.

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**Table 1.2: The lowest wage increases recorded per Collective Agreements registered in 2017:**

| Percentage Pay Increase | Number Of Collective Agreements | % Out Of 49 | Sub-sector                            | Three (3) Year Bargaining Period | Bargaining Unit                  |
|-------------------------|---------------------------------|-------------|---------------------------------------|----------------------------------|----------------------------------|
| 3                       | One                             | 2%          | Petroleum and Other Mining Industries | 2015 - 2018                      | Hourly, Daily, Weekly Paid       |
| 5                       | One                             | 2%          | Electricity and Water                 | 2008 - 2010                      | Monthly Rated precepted officers |

The findings reveal that over the three-year review period 2015-2017, wage increases negotiated through the collective bargaining process have been trending downward, in tune with the economic climate. This is evidenced by the fact that the modal pay increases of registered collective agreements fell to 9% in 2017, from 12% in both 2015 and 2016.

In addition, the analysis attests that the highest wage increases of 18% and 25% for consecutive years 2017 and 2016, respectively, have originated from the *Petroleum and Other Mining Industries* Sub-sector, where the OWTU was instrumental in both instances.

The following is an analysis of percentage increases in wages and salaries extracted from Collective Agreements registered at the Industrial Court in the year 2017.



## METHODOLOGY

The companies with collective agreements registered in 2017 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 International Standard Classification of the Central Statistical Office was used to classify the companies by Sub-sector.

The Sub-sectors are as follows:

- i. Assembly Type and Related Industries
- ii. Central and Local Government
- iii. Chemicals and Non-Metallic Minerals
- iv. Construction
- v. Distribution

## INTRODUCTION/SUMMARY

- vi. Electricity and Water
- vii. Finance, Insurance, Real Estate and Business Services
- viii. Food Processors and Drink
- ix. Hotels and Guest Houses
- x. Personal Services
- xi. Petroleum and Other Mining Industries
- xii. Transportation, Communication and Storage

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