



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

**AN ANALYSIS OF WAGES AND SALARIES
EXTRACTED FROM COLLECTIVE AGREEMENTS
REGISTERED IN 2018**

2018

A publication of the Industrial Court of Trinidad and Tobago

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ACRONYMS AND ABBREVIATIONS

ATGWU	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
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
SWUTT	Steel Workers' Union of Trinidad and Tobago
TIWU	Transport and Industrial Workers' Union
WEF	With Effect From

SECTION 1:
INTRODUCTION/SUMMARY

ANALYSIS OF DATA AND TRENDS

For calendar year ending **2018**, a total of fifty-four (54) Collective Agreements were registered at the Industrial Court, all of which were negotiated for three (3) year bargaining periods, spanning 2008-2020. An analysis of the data from the fifty-four (54) Collective Agreements registered in **2018** revealed that the highest pay increase of fifteen per cent (**15%**) was recorded in both (a) the *Education* and (b) the *Financial and Insurance Activities* Sub-Sectors. Specifically, the wage increase of fifteen per cent (**15%**) for bargaining periods 2008-2010 and 2014-2016 in the *Education* Sub-Sector was negotiated on behalf of monthly and fortnightly paid employees by two (2) companies and the Banking, Insurance and General Workers' Union (BIGWU) and the Transport and Industrial Workers' Union (TIWU) respectively. Additionally, the fifteen per cent (**15%**) wage increase in the *Financial and Insurance Activities* Sub-Sector was also negotiated on behalf of monthly rated employees for bargaining periods 2013-2015 and 2016-2019 by the BIGWU and Oilfields Workers Trade Union (OWTU) respectively. The second highest percentage pay increase, fourteen per cent (**14%**) was recorded in the *Transportation and Storage* Sub-sector by one company and the Estate Police Association (EPA) on behalf of monthly rated employees for the bargaining period 2012-2014.

A comparison of the highest wage increases of registered Collective Agreements in the two (2) previous years, 2016 and 2017 showed that in both those years the highest pay increase emanated from the *Petroleum and Other Mining Industries* Sub-Sector. In fact, the highest pay increase recorded in **2016** was twenty-five per cent (**25%**), which was negotiated on behalf of hourly, weekly rated employees for the bargaining period 2012-2014.

On the other hand, in **2017**, the highest wage increase was lower at eighteen per cent (**18%**), and was negotiated on behalf of hourly, weekly rated employees for bargaining period 2015-2017.

INTRODUCTION/SUMMARY

The modal pay increase for Collective Agreements registered in **2018** was ten per cent (**10%**). Fifteen (**15**) or **28%** of the firms from several industries, including (a) the *Manufacture of Beverages*; (b) the *Administrative and Support Service Activities*; and (c) the *Financial and Insurance Activities* industries negotiated 10% for a three (3) year bargaining period, for their employees. By way of comparison, with regard to the years **2016** and **2017**, the modal pay increases in respect of Collective Agreements registered in each of those years were **12%** and **9%** respectively.

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Table 1.1 illustrates the top highest wage settlements per Collective Agreements registered in 2018:

Percentage Pay Increase	Number of Collective Agreements	% Out of 54	Sub-Sector	Three (3) Year Bargaining Period	Bargaining Unit
15	Four	7%	Education	2008 - 2010 2014 - 2016	Monthly Fortnightly and Monthly
			Financial and Insurance Activities	2013 - 2015 2016 - 2019	Monthly Monthly
14	One	2%	Transportation and Storage	2012 - 2014	Monthly
12	Ten	19%	Arts, Entertainment and Recreation	2011 - 2013	Hourly, Daily, Weekly
			Financial and Insurance Activities	2013 - 2015	Monthly
			Manufacture of Chemicals and Chemical Products	2013 - 2016	Monthly and Hourly
			Manufacture of Food Products	2015 - 2017	Monthly
			Professional, Scientific and Technical Activities	2011 - 2013	Monthly
			Trade and Repairs	2017 - 2020	Monthly
Water Supply and Sewerage	2011 - 2013	Daily			

Furthermore, as shown in **Table 1.2**, with respect to Collective Agreements registered in **2018**, the lowest percentage pay increases were **2%** and **5%** negotiated in (a) the *Mining and Quarrying*; (b) the *Transportation and Storage* and (c) the *Water Supply and Sewerage* Sub-sectors, respectively.

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In comparing the two (2) previous years, **2016** recorded the lowest pay increase of **0%** emerging from the *Finance, Insurance and Real Estate and Business Services* Sub-Sector, while in **2017**, the *Petroleum and Other Mining Industries* Sub-sector recorded **3%**.

Table 1.2: The lowest wage increases recorded per Collective Agreements registered in 2018:

Percentage Pay Increase	Number Of Collective Agreements	% Out of 54	Sub-Sector	Three (3) Year Bargaining Period	Bargaining Unit
2	One	2%	Mining and Quarrying	2018 - 2020	Hourly
5	Two	4%	Transportation and Storage	2009 - 2011	Monthly Rated Estate Police Officers
			Water Supply and Sewerage	2008 - 2010	Daily

Overall, the findings reveal that over the three-year review period 2016-2018 wage increases negotiated through the collective bargaining process have displayed a descending trend from 25% in 2016 to 15% in 2018, in tune with the economic challenges faced by the country as a whole, which have impacted the business sub-sectors. In addition, the modal pay increases of registered Collective Agreements for the said period have manifested a similar pattern, fluctuating from 12% in 2016, to 9% in 2017 and 10% in 2018.

INTRODUCTION/SUMMARY

In addition, the analysis attests that the OWTU was instrumental in negotiating the highest wage increases of 15% and 18% for both years, 2018 and 2017 respectively, with BIGWU and TIWU sharing the spotlight in 2018. Those rates were recorded in (a) the *Education* and (b) the *Financial and Insurance Activities* Sub-Sectors in 2018 and the *Petroleum and Other Mining Industries* Sub-Sector in 2017, as stated before.

The following is an analysis of percentage increases in wages and salaries extracted from Collective Agreements registered at the Industrial Court in the year 2018.

METHODOLOGY

The companies with Collective Agreements registered in 2018 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 Central Statistical Office (CSO) classified 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 Service Activities
- ii. Administrative and Support Service Activities
- iii. Arts, Entertainment and Recreation
- iv. Construction
- v. Education

INTRODUCTION/SUMMARY

- vi. Financial and Insurance Activities
- vii. Information and Communication
- viii. Manufacture of Beverages
- ix. Manufacture of Chemicals and Chemical Products
- x. Manufacture of Food Products
- xi. Manufacture of Paper and Paper Products
- xii. Mining and Quarrying
- xiii. Other Manufactured Products
- xiv. Other Service Activities
- xv. Professional, Scientific and Technical Activities
- xvi. Trade and Repairs
- xvii. Transportation and Storage
- xviii. Water Supply and Sewerage

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