



**SAINT VINCENT AND THE GRENADINES
DEPARTMENT OF LABOUR**

**STATISTICAL REPORT
2008-2009**

TABLE OF CONTENTS

Preface	iii
Overview of the years 2008/2009	01
Employment Service	02
Labour Inspectorate/Individual Complaints	16
Trade Unions	27

List of Tables

Employment Service

Table 1. Job Seekers Registration by Occupation (2008-09).....	03
Table 2. Registration by Age (2008-09)	03
Table 3. Registration by Educational Level (2008-09).....	04
Table 4. Registration by Sex and Experience (2008-09)	05
Table 5. Employers' Orders/Vacancies (2008-09)	07
Table 6. Job Placements (2008-09).....	07
Table 7. Workers' Participation Canada Contract (2008-09)	08
Table 8. Compulsory Savings (2008-09)	08

Work Permits

Table 9. Work Permit Applications (2008-09)	09
Table 10. Work Permits by Occupation (2008-09).....	11
Table 11. Work Permits Issued by Industrial Classification, Nationality, and Sex (2008-09).....	15

Labour Inspectorate/Individual Complaints

Table 12. Individual Complaints – Minimum Wage Regulations (2008-09)	16
Table 13. Individual Complaints by Sector	18
Table 14. Main causes of Individual Complaints (2008-09)	19
Table 15. Inspection visit by Industry (2008-09).....	20
Table 16. Employment Injury Cases (2008-09).....	21

Hearing Officer and Tribunal

Table 17. Decisions of Hearing Officer (2008-09)	22
Table 18. Individual disputes adjudicated by the Hearing Officer (2008-09).....	22
Table 19. Tribunals Decision (2008-09).....	23
Table 20. Tribunal Decision by sector (2008-09).....	23
Table 21. Monies Collected at the Department of labour in settlement of disputes.....	24
Table 22. Wages/Salary Sample - selected categories (2008-09).....	25

Trade Unions

Table 23. Trade Union Financial Membership (2008-09).....	27
Table 24. Trade Union Membership by Sector (2008-09).....	39
Table 25. Collective Agreements in Force (2008-09)	30
Table 26. Revised Collective Agreements Negotiated (2008-09)	31

List of Charts

Fig. 1. Registration by Education Level (2008-09)	04
Fig. 2. Registration by Sex and Experience (2008-09).....	05
Fig. 3. Work Permit Application (2008-09)	10
Fig. 4. Work Permits issued by Nationality and Sex (2008-09)	15
Fig. 5. Individual Complaints - Wage Regulations (2008-09).....	17
Fig. 6. Individual Complaints by Sector (2008-09)	19
Fig. 7. Trade Unions Financial Membership (2008-09)	29

PREFACE

This statistical report for the years 2008 and 2009 was sourced mainly from the units within the department.

These units are:

- ❖ Policy and Labour Relations Unit
- ❖ Employment and Training Unit
- ❖ Labour Inspectorate Unit
- ❖ Standards and Labour Market Unit

In addition, data was also collected from the National Insurance Services (NIS) and the trade unions.

OVERVIEW OF THE YEARS 2008 - 2009

The global economic crisis has significantly affected the Labour Market and St Vincent and the Grenadines was no exception. In the first quarter of 2009 sixty-three (63) workers of a US IT based company were made redundant. Workers in a number of other establishments were laid off, while others were placed on a reduced work week. In addition some local establishments were also forced to reorganize their businesses and, as a result several of their workers were also made redundant. The Hospitality, Telecommunication and Industrial Sectors were the main ones affected by the impact of the global crisis.

The majority of workers who were made redundant registered for jobs with the Employment Service Unit, which accounted for the very large increase in the registration of job seekers for 2009 when compared to 2008. In our drive to assist jobseekers and market the Employment Unit, the department collaborated with the St. Vincent Employers Federation to assist the department in marketing the unit to their members so that they can register job vacancies with the unit. Also, on our weekly radio programme Employment in Focus we have provided information on job search skills, work attitude, building self esteem and a number of other job related topics.

The Labour Market Information System (LMIS) Project which began in 2007 is in its final phase which is the survey design, data collection and processing. This phase is expected to be completed in the first quarter of 2010 and, the department will begin generating monthly reports on job seekers registration, individual and collective disputes, work permits granted, etc.

The number of individual complaints lodged at the department for 2009 showed an increase over the 2008 figures. This increase was due to a rise in unfair dismissals and redundancy cases.

All of the trade unions experienced a decrease in their membership for the period under review with the exception of the St. Vincent Union of Teachers which had an increase of approximately 8% over 2008.

The Industrial Relations climate remained relatively peaceful for 2009 as was the case for the past three (3) years.

EMPLOYMENT AND TRAINING

Registration and Placement

In 2009 there was a significant increase of seventy-two percent (72%) in the registration of job seekers by occupation over the 2008 corresponding period. The increase in registration was dominated by the following jobs: Clerical/Typists- 309%, Construction- 267%, Office Attendants- 220 %, and Cooks, etc- 112.5%. (Table 1)

As seen from the previous years, registration of job seekers was dominated by female registrants in absolute terms. However, in 2009, the percentage increase of all male job seekers was 80% as compared to 44% for their female counterparts. The highest percentage of female job seekers in 2009 was in the 25-29 age range, which was followed by the 20-24 age range; whereas for the males it was in the 35-39 and 45-49 age range respectively. (Table 2)

The highest percentage of job seekers overall in 2009 attained Secondary level education followed by those who reached the primary level. For the males, the majority came from the primary level (300%) whereas for the females, it was from the secondary level (177%). (Table 3)

Table 1: Job seekers registration by occupation (2008-09)

Occupation	2008	2009
Maid, Related Housekeeping and Service Workers	62	58
Office Attendants	05	16
Drivers	02	02
Shop Assistants and related workers	04	02
Clerical/Typists	11	45
Cooks, Waiters, Bartenders and related workers	08	17
Security Guards	-	06
Agricultural Workers	-	02
Construction	03	11
Electrician	02	02
Not stated	-	06
Total	97	167

Source: Labour Department Employment Unit

Table 2: Registration by age group (2008-09)

Age Group	2008			2009		
	Male	Female	Total	Male	Female	Total
15-19	01	02	03	3	12	15
20-24	02	18	20	3	24	27
25-29	05	10	15	3	25	28
30-34	03	10	13	5	19	24
35-39	01	09	10	5	18	23
40-44	-	16	16	1	19	20
45-49	01	10	11	4	12	16
50-54	-	02	02	-	5	5
55-59	-	03	03	2	3	5
60 and over	01	01	02	1	1	2
Age not stated	01	01	02	-	2	2
Total	15	82	97	27	140	167

Source: Labour Department Employment Unit

Table 3: Registration by education level (2008-09)

Level	2008			2009		
	Male	Female	Total	Male	Female	Total
Primary	04	44	48	16	49	65
Secondary	09	30	39	10	83	93
Tertiary	-	5	5	1	4	5
Not mentioned	2	3	5	-	4	4
Total	15	82	97	27	140	167

Fig.1: Registration by educational level (2008–09)

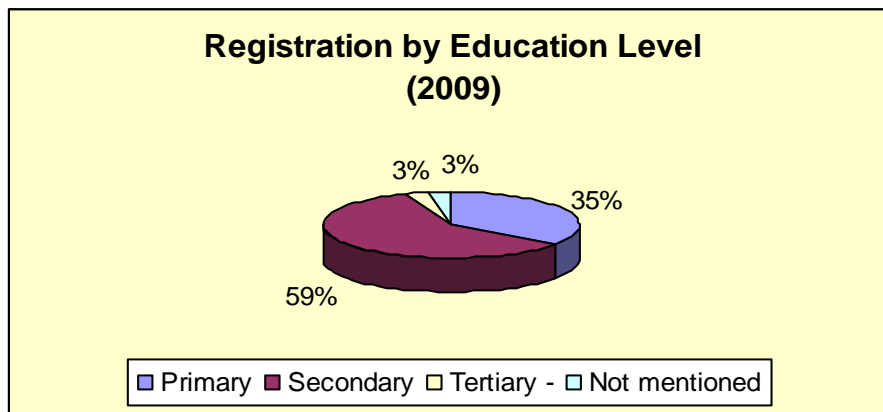
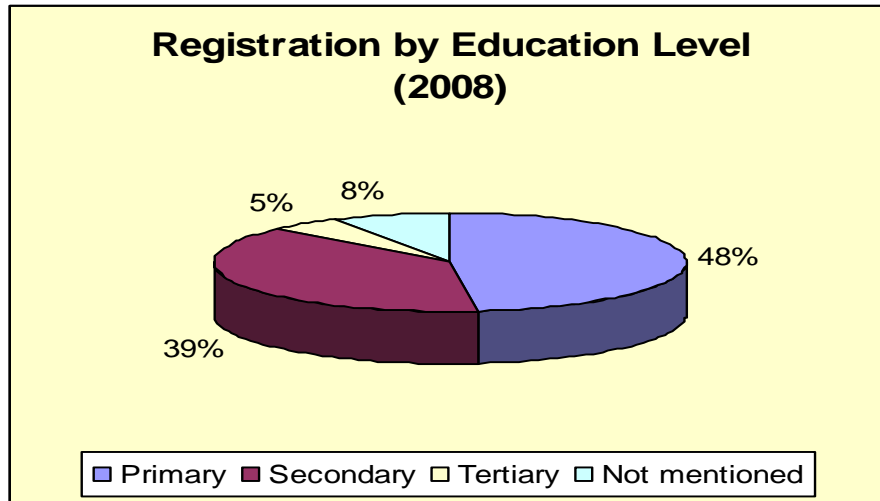


Table 4: Registration by sex and experience (2008-09)

Experience	2008			2009		
	Male	Female	Total	Male	Female	Total
Previous working experience	14	75	89	27	132	159
Never worked before	01	07	08	-	8	8
Total	15	82	97	27	140	167

Table 4 shows ninety-five percent (95%) of all registrants in 2009 had some previous working experience as compared to ninety-one percent (91%) in 2008.

Fig.2: Registration by sex and experience (2008-09)



Registration by Sex and Experience 2009

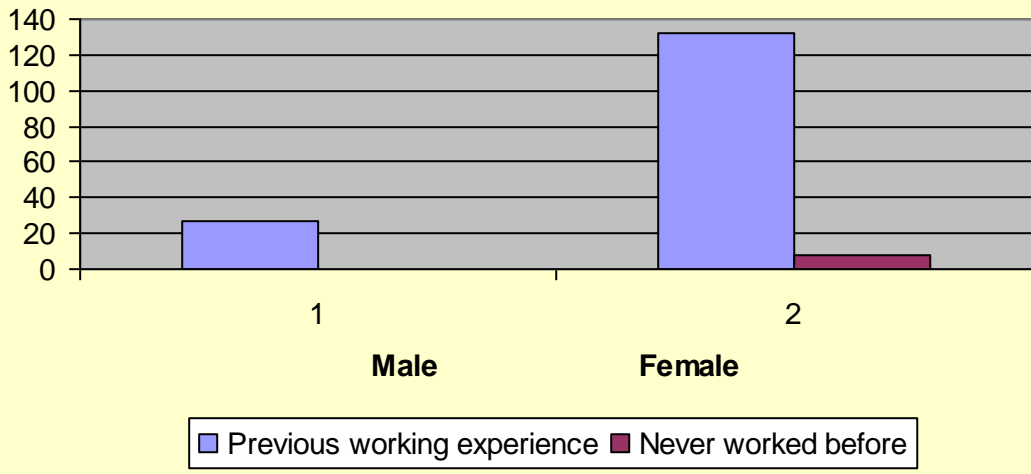


Table 5: Employers' Order/Vacancies (2008-09)

Type of Job	2008	2009
Maid and related housekeeping	43	28
Cooks, Waiters and Bartenders	03	3
Butler	01	-
Office Attendant	03	1
Clerk, Typist, Receptionist	-	2
Gardener	01	-
Drivers	-	1
Florist	01	-
Cleaner	01	-
Security Guard	-	-
Cashier	-	-
Store Clerk	-	-
Packers	03	-
Nursing Aid	01	-
Total	57	35

Table 6: Job placement (2008-09)

Occupation	2008	2009
Maids & Related Housekeeping	16	07
Clerical	-	-
Cooks, Waiters and Bartenders	-	2
Shop Assistant & Related	01	-
Office Attendant	01	1
Florist	01	-
Cleaner	01	-
Nursing Aid	01	-
Total	21	10

2009 recorded a twenty-nine percent (29%) rate in job placement when compared with 2008 which showed a rate of thirty-seven percent (37%). In 2009 only seven (7) of the twenty eight (28) job orders were filled reflecting a meagre rate of just twenty-five percent (25%).

Canada/Caribbean Seasonal Agricultural Workers Programme 2008/2009

Table 7: Workers participation (2008-09)

Year	No. Requested	No. New Men	Total
2008	199	27	226
2009	176	13	189

Source: Labour Department

Table 8: Compulsory savings (2008-09)

Year	CAN\$	EC\$
2008	279,430.06	613,376.92
2009	337,738.69	875,579.29
Total	617,168.75	1,488,956.21

Source: Labour Department

There was a sixteen percent (16%) drop in the number of recruited workers on the Canada/Caribbean Seasonal Workers Programme in 2009. Despite the reduction in worker participation, 2009 recorded a thirty-one percent (31%) increase in the compulsory savings, unlike 2008 which showed a significant decrease over 2007 although there was a slight increase in worker participation.

Work Permits

Table 9: Work Permit Applications (2008-09)

Year	No. of Applications	No. Granted	Male	Female
2008	344	341	235	106
2009	319	317	228	89

Source: Prime Minister's Office

As was the case in 2008, the number of approved work permits was dominated by male applications by a ratio of almost 3:1. There was a fall in applications by both sexes with three (3%) and sixteen (16%) percent respectively for male and female applicants.

The approval rate for applicants in 2009 continued to be very high- ninety nine percent (99%) as was the case in 2008.

In 2009 the occupational categories for work permit applications was one (1) less than the figure for 2008 with one hundred and fifteen (115) different categories. The same areas of occupation continue to dominate the total number of applications. Of the 115 areas of job applications seven of those accounted for forty four (44%) percent of all applicants in 2009. Unlike 2008 which was led by applicants for the position of Chef, it was the position of Manager that was dominant in 2009. Managers and Chefs-recorded significant increase in applications in 2009 with slight decreases in the areas of Directors, Engineers, Teachers and Technicians.

Non-Caricom nationals once again dominated all applications in 2009 by a rate of more than 2:1 over Caricom nationals. The non Caricom category also increased slightly over the 2008 figure. However, there was a net decrease of twenty four (24) applicants or seven percent (7) %.

With respect to the Industrial Classification, work permits were granted for the two leading areas: Professional, Technical, etc., and Administrative/Managerial Workers. In 2009 there were significant decreases in permits issued for Service Workers, Production and Related Workers and, workers in the Construction and Transport Sector, etc.

Fig. 3: Work Permit Applications (2008-2009)

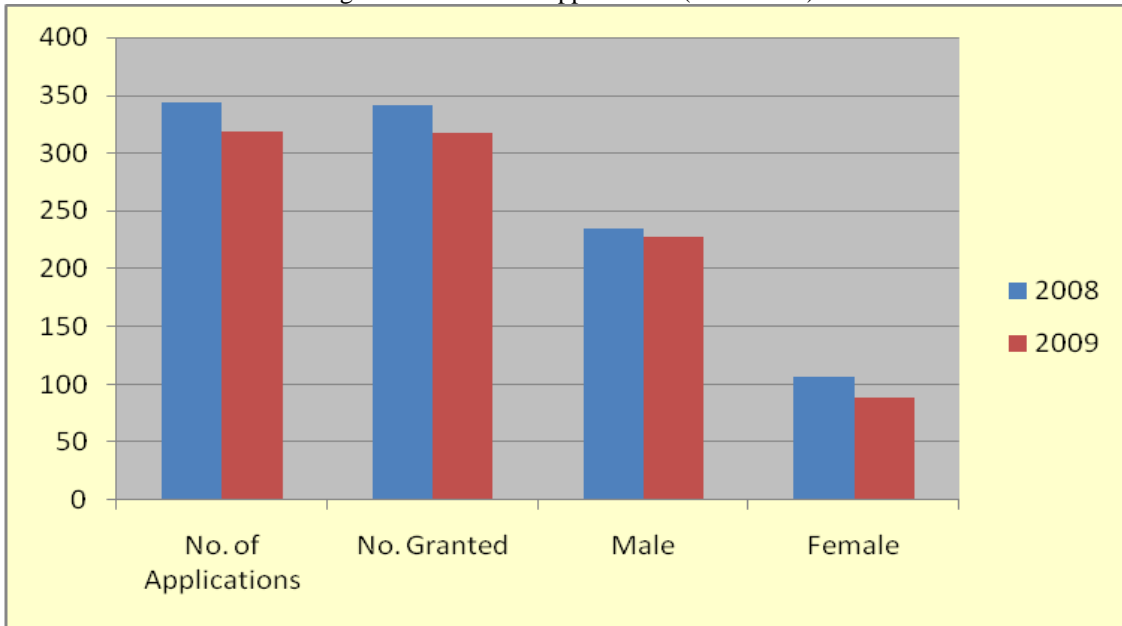


Table 10: Work permits by occupation of applicant (2008-09)

Occupation	2008	2009
Accountant	4	3
Accounts Clerk	1	1
Administrator	4	3
Architect	7	7
Aircraft Maintenance	-	5
Artist	2	2
Asphalt Plant Operator	4	-
Auditor	-	1
Barber	1	1
Beautician	1	1
Base Manager	1	2
Butler	-	1
Captain	-	1
Care Giver	2	3
Carpenter	2	-
Cashier	-	1
Casino Hostess	-	1
Casino Manager	2	2
Chef	28	33
Chief Executive Officer	2	1
Chief Steward	1	1
Civil Engineer	2	-
Clerk	-	1
Clinical Tutor	-	1
Compliance Officer	1	1
Commercial Credit Support	1	-
Concrete Structure Supervisor	3	-
Construction Manager	9	6
Construction Worker	1	2

Occupation	2008	2009
Consultant	1	1
Cook	4	1
Cosmotologist	1	-
Cost Controller	3	-
Dentist	2	2
Director	19	16
Director of Security	1	1
Dive Instructor	-	3
Doctor	1	-
Driver	-	1
Dry Cleaner	-	1
Electrical Supervisor	-	1
Electrician	2	-
Engineer	22	17
Equestrian Center Manager & Riding Instructor	1	1
Executive Assistant	-	1
Executive Housekeeper	3	3
Financial Controller	5	4
Fire Safety Chief	1	1
Florist	1	1
Foreman	-	1
Food & Beverages Manager	5	4
Golf Course Shaper/Superintendent	-	2
Golf Professional	4	1
Gym Instructor	1	1
Hair Stylist	2	1
Heavy Equipment Operator	3	4
Hostess	1	-

Occupation	2008	2009
Hotel Manager	3	6
House Manager	3	3
Human Resource Manager	1	3
Interior Designer	1	1
IT Manager	4	2
Joiner	6	6
Landscaping Consultant	2	2
Lineman	3	2
Logistics Director	1	-
Maintenance Manager /Supervisor	4	1
Maintenance Technician	1	-
Manager	21	39
Marketing Manager	1	1
Marketing Officer	1	-
Mason	2	-
Materials Specialist	-	1
Mechanic	5	7
Metal/fibre glass Specialist	1	-
Nanny	-	1
Nutritionist	1	1
Operator	4	6
Physiotherapist	1	1
Pilot	12	13
Plumber	6	5
Prinicpal	-	1
Professor	-	2
Programmer	1	3
Project Manager	9	2
Purchasing Manager	3	1

Occupation	2008	2009
Quarry Supervisor/Blaster	1	1
Restaurant Manager	2	6
Roof Specialist	5	-
Room Amenities	1	1
Sales Clerk	2	-
Sales Manager	2	1
Sculptor	-	1
Seamstress Supervisor	1	-
Secretary	-	2
Security Controller	1	-
Site Agent	5	-
Soil Technician	2	-
Spa Manager/Spa Therapist	10	11
Supervisor	6	9
Surveyor	5	5
Teacher / Tutor	12	5
Technician	11	7
Tennis Professional	1	1
Trainers in Antique furniture	1	-
Translator	2	-
Turner	-	1
Utility Designer	-	1
Valet	1	-
Veterinarian	1	1
Waitress	-	3
Woodwork Specialist	7	-
Yoga Instructor	2	1

Table 11: Work permits issued by Industry, Nationality and sex (2008-09)

Industrial Classification	2008						2009					
	Caricom			Other Countries			Caricom			Other Countries		
	M	F	T	M	F	T	M	F	T	M	F	T
Professional, Technical and related workers	21	8	29	48	28	76	29	6	35	75	24	99
Administrative/Managerial workers	14	7	21	48	31	79	10	6	16	56	29	85
Sales and Marketing workers	-	2	2	2	2	4	2	-	2	1	2	3
Service Workers	7	6	13	28	8	36	6	2	8	4	9	13
Production and related workers	4	-	4	4	11	15	-	-	-	2	1	3
Clerical and related workers	-	1	1	-	-	-	-	3	3	-	2	2
Construction transport operators and labourers	36	-	36	23	2	25	29	2	31	15	2	17
Total	82	24	106	153	82	235	76	19	95	153	69	222

Source: Prime Minister's Office. The Classification follows ISIC system.

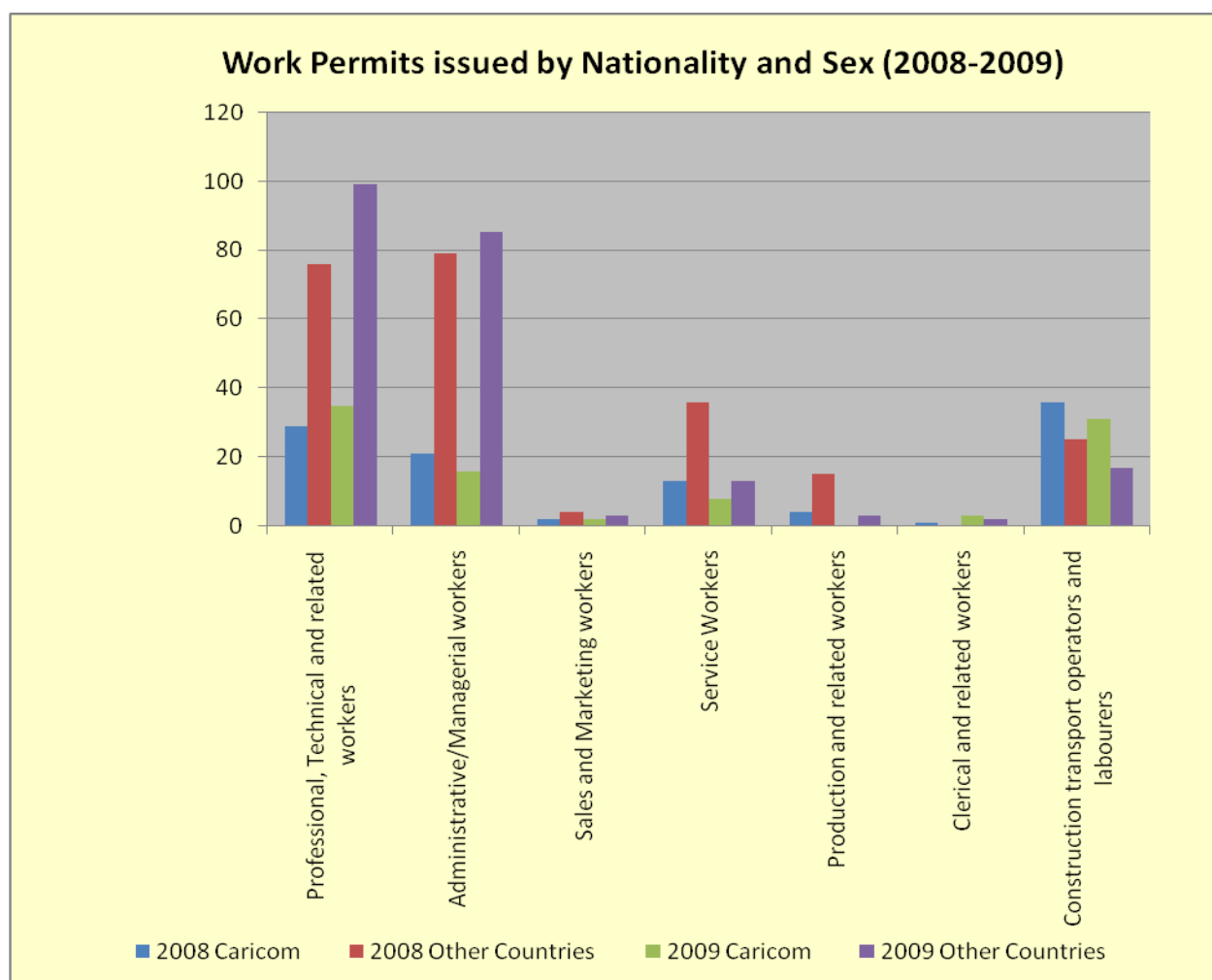


Fig.4: Work permits issued by classification and nationality (2008-2009)

LABOUR INSPECTORATE AND INDIVIDUAL COMPLAINTS

Individual Complaints

There was an increase of thirty-one percent (31%) in the total number of complaints registered in 2009. Only one of the seven sectors covered by the Minimum Wage Regulations did not record any increase. Complaints by the Security, Government, Domestic and Agricultural Sectors showed increases of over 100%. Complaints from the Shop Assistant Sector continued its downward trend which was noticeable since 2006.

Table 12: Individual Complaints – Minimum Wage Regulations (2008-09)

Wages Regulations	No. of Complaints	
	2008	2009
Agriculture	7	15
Domestic	14	24
Government	3	11
Hotel	25	25
Industrial	61	77
Professional	6	6
Security	6	17
Shop Assistant	55	50
Others (not covered)	11	21
Total	188	246

Source: Labour Department record of individual complaints

Fig.5: Individual complaints as per wage regulations (2008-09)

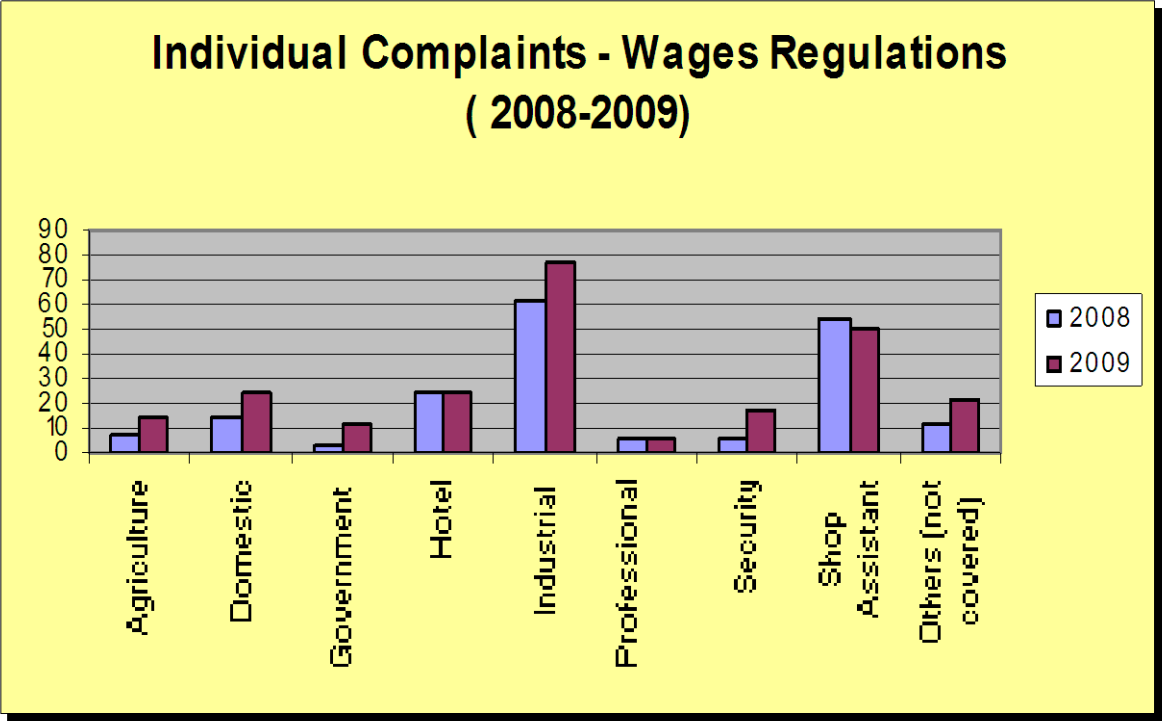


Table 13: Individual Complaints by Sector (2008-2009)

Sector	No. of Complaints	
	2008	2009
Agriculture and Fishing	07	15
Construction	36	44
Electricity, Gas and Water	05	02
Finance, Insurance and Real Estate	03	03
Government Service	03	11
Hotels and Guest Houses	23	25
Restaurants and Bars	28	17
Manufacturing	03	11
Transportation and Communication	10	22
Wholesale and Retail Trade	22	36
Domestic	14	24
Other Services	20	19
Security	14	17
Total	188	246

Government Service and Manufacturing Sectors recorded the highest percentage increase in individual complaints of two hundred and sixty seven percent (267%). The other sectors that recorded increases were: Transportation and Communication one hundred and twenty percent (120%), Agriculture and Fishing one hundred and fourteen percent (114%), Domestic seventy one percent (71%) and Wholesale and Retail Trade sixty-four percent (64%).

A significant decrease has been recorded in the following sectors for the year 2009: Electricity, Gas and Water sixty percent (60%), Restaurant and Bars thirty-nine percent (39%) and other services five percent (5%).

Fig.6: Individual complaints by sector (2008-09)

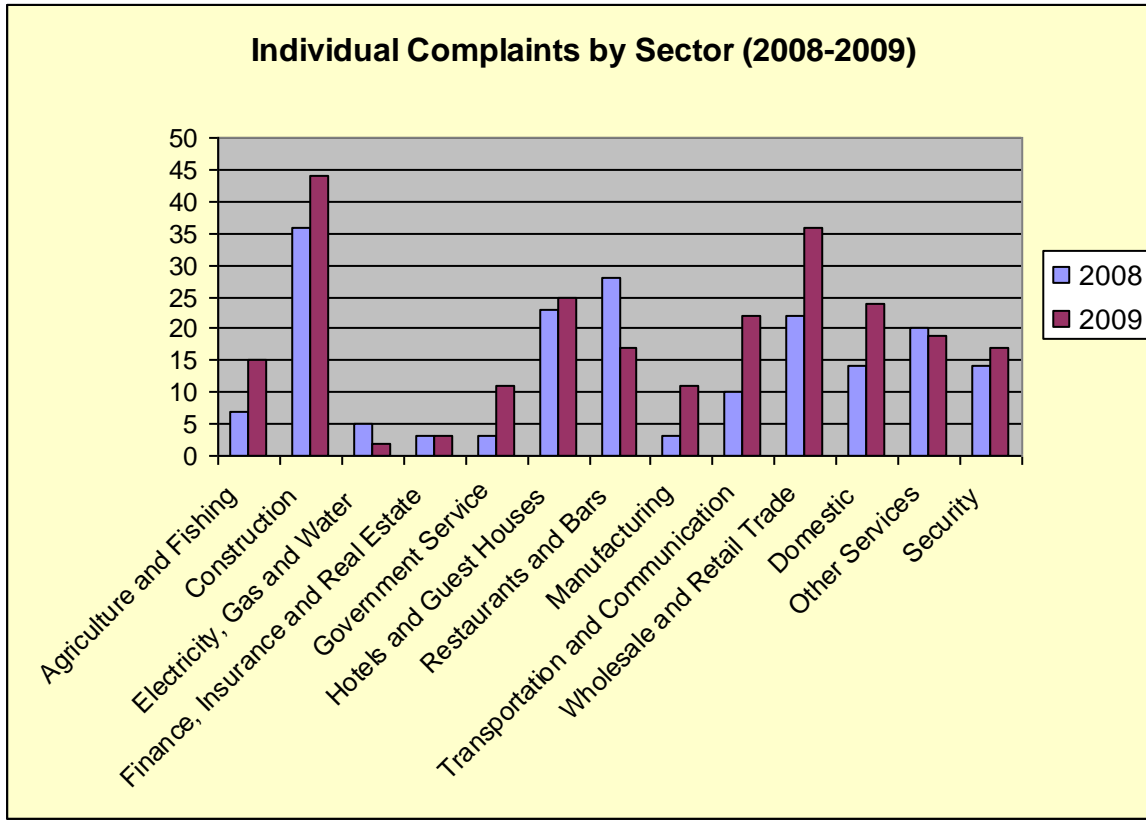


Table14: Main causes of Individual Complaints (2008-2009)

Year	Non Payment Wages/ Salaries	Unfair Dismissal/ Redundancy (Claim for Severance Pay)	Non-Payment Vacation and Sick Leave	Total
2008	52	33	44	188
2009	66	148	32	246

Of the three main causes of Individual Complaints, Unfair Dismissal/ Redundancy recorded the highest percentage increase of 348%, followed by non payment/wages with twenty-seven percent (27%). However, complaints for non-payment of vacation and sick leave dropped by twenty-seven percent (27%).

Work Place Inspection

Table 15: Inspection visits by Industry (2008-2009)

Sector	2008	2009
Wholesale and Retail Trade	23	27
Hotel	24	8
Industrial:		
• Bakeries	05	12
• Manufacturing	-	9
Office of Professionals	1	
Total	53	56

There were fifty-six (56) inspection visits carried out in 2009 as compared with fifty-three (53) in 2008. This represent a two percent (2%) increase over 2008 figure.

The shortcomings observed on inspection of the various work places were:

- Non-payment for overtime work
- Poor washroom facilities
- Absence of fire extinguishers
- Vacation leave less than minimum standards

Table 16: Employment Injury Cases (2008-2009)

<i>Industry Class</i>	<i>2008</i>			<i>2009</i>		
	<i>Approved</i>	<i>Rejected</i>	<i>Total</i>	<i>Approved</i>	<i>Rejected</i>	<i>Total</i>
Agriculture, Hunting & Forestry	3	0	3	3	0	3
Construction	180	78	258	169	81	250
Electricity, Gas & Water	15	1	16	10	1	11
Financial	3	0	3	0	0	0
Fishing	0	0	0	2	0	2
Health	12	0	12	1	1	2
Hotels/restaurants	47	1	48	20	1	21
Manufacturing	57	2	59	39	3	42
Mining & Quarry	4	0	4	1	0	1
Other Community & Social Activities	17	2	19	34	0	34
Private Households	7	0	7	6	0	6
Public Administration	18	2	20	32	0	32
Real Estate, Renting & Business	13	3	16	18	0	18
Transport, Storage & Communication	53	3	56	29	2	31
Wholesale & Retail Trade	27	3	30	38	4	42
Total	456	95	551	402	93	495

Source: National Insurance Services

Employment Injury

There are some discrepancies with the total figures for 2008, which shows a difference between last year's report and the report for 2009. This was due to the fact that some late statistical data from the National Insurance Service (NIS) was submitted to the Department of Labour after the 2008 report was prepared.

In 2009 four hundred and ninety five (495) injury cases were reported, which was nine *percent (9%) less than the total in 2008*. The approval rate in 2009 was eighty-one percent (81%) which represented a drop of some two percent (2%) over the 2008 figures. As was the case for the last six (6) years the majority of reported injury cases in 2009 came from the construction sector which accounted for fifty-one percent (51%) of all reported cases. This sector also had the highest rate of disapproval with thirty-two percent (32%) while the average for all sectors was nineteen percent (19%). The Wholesale & Retail Trade and the Manufacturing Sectors with forty-two (42) cases were the only two other sectors out of fifteen (15) that had significant numbers of reported cases. Eight (8) of the sectors recorded one hundred percent (100%) approval ratings.

Table 17: Decisions of Hearing Officer (2008-2009)

Year	Termination unfair/ Severance pay awarded	Termination fair/ No Severance pay awarded	Financial Settlement
2008	14	7	3
2009	11	16	5

Table 18: Individual Disputes Adjudicated by the Hearing Officer by Sector (2008-09)

Year	No of cases	Agri	Comm	Elec	Hot	FI	Gov	Ind	Prof	Sec	W/R
2008	24	1	3	2	10	3	-	1	1	-	3
2009	32	1	2	-	5	-	4	8	1	2	9

Agri: Agricultural Workers

Comm: Communication

Elec: Electricity Gas and water

Hot: Hotel Workers

FI: Financial

Gov: Government

Ind: Industrial Workers

Pro: Workers in offices of Professionals

Sec: Security

W/R: Wholesale and Retail

There was a modest increase of thirty-three (33%) percent in the number of individual cases adjudicated by the Hearing Officer in 2009 over the previous year. Twenty-eight (28%) percent of the individual disputes came from the Wholesale & Retail sector, which was the highest of all sectors. This was followed closely by the Industrial sector with twenty-five (25%) percent.

Fifty-eight (58%) percent of the disputes in 2008 were for unfair termination of employment, which showed a decrease by twenty-one percent (21%) from the previous year. However, there was an increase of 9 individual cases of fair termination of employment.

Table 19: Tribunal Decisions (2008-2009)

Year	No. of Appeals	Decision		
		Hearing Officer decision upheld	Dismissal Fair	Pending
2008	8	5	2	1
2009	6	1	4	1

In 2009 twenty-seven (27) cases (excluding financial settlements) were decided upon by the Hearing Officer as compared with twenty one (21) cases in 2008 (Table 17). Of the twenty-seven decisions six (6) of them were appealed before the Tribunal as compared to eight (8) in 2008. The Tribunal rejected four (4) of the six (6) cases or sixty-seven percent (67%) of the appealed decisions of the Hearing Officer. This compares to just twenty five percent (25%) of the cases overruled by the tribunal in 2008 (Table 18).

Thirty-four percent (34%) of all cases decided by the Hearing Officer were for unfair termination of employment whereas it was fifty (50%) percent for fair termination.

Table 20: Tribunal Decision by Sector (2008-2009)

Year	No of cases	Agri	Comm	Elec	Hot	FI	Ind	W/R
2008	8	1	3	2	-	1	1	-
2009	6	-	1	1	2	-	1	1

Agri: Agricultural Workers

Comm: Communication

Elec: Electricity Gas and water

Hot: Hotel Workers

FI: Financial

Ind: Industrial Workers

W/R: Wholesale and Retail

Table 21: Monies collected at the Department of Labour in Settlement of Dispute (2008-2009)

Year	Agri	Dom	Hot	Ind	Mis	Prof	Sec	W/R	Total
2008	2,150.00	270.00	16,279.69	14,031.51	1,776.52	2,532.79	-----	28,470.08	65,498.59
2009	2,973.55	3,515.00	27,854.36	37,332.89	35,075.54	7,443.07	2,808.00	16,257.09	142,747.48

The total amount of monies collected increased significantly in 2009. In fact, there was a 118 % increase in the amount.

Agri: Agriculture Workers

Dom: Domestic Workers

Hot: Hotel Workers

Ind: Industrial Workers

Mis: Miscellaneous

Pro: Workers in offices of Professionals

Sec: Security Workers

W/R: Wholesale and Retail Trade

Table 22: Wages/Salary Sample – selected categories (2009)

Category	Wage/Salary Range		
	Daily	Weekly	Monthly
	\$	\$	\$
Wholesale/Retail			
Sales Clerk		150 - 225	
Salesman		150 – 200	
Cashier		175 – 255	
Packers		125 – 150	
Cleaners		125 – 175	
Porters		150 - 175	
Messengers/Office Attendants		125 – 180	
Supervisors		200 - 250	
Office Staff			
Clerks			600 – 1000
Typists			600 – 950
Secretaries			750 – 1000
Drivers		180-250	
Hotels *			
Accountant			2000 – 3500
Accounts Clerk			900 – 2500
Dishwasher			500 – 600
Waiter			600 – 800
Waitress			600 – 800
Head Waiter			600 – 900
Bartender			600 – 1200
Laundry			450 – 900
Chef			1300 – 3000
Cook			700 – 1500
Receptionist			600 – 1240
Manager			3000 – 5500
Gardener			525 – 750
Housekeeping			600 – 700
Kitchen Helper			500 – 700
Supervisors			800 – 1900
Maintenance			800 – 1900
Security			700 - 900
Construction			
Carpenters	50 – 125		

Masons	65 - 125		
Wage/Salary Range			
Category	Daily	Weekly	Monthly
	\$	\$	\$
Labourers	40 – 60		
Painters	60 – 90		
Brick/Tile Layers	80 – 125		
Plumbers	80 – 100		
Steel Workers	60 – 100		
Electrician	50 – 90		
Mechanics	50 – 125		
Welders	75 – 125		
Timekeepers	45 – 75		
Drivers	55 – 80		
Heavy Equipment Operators			
Watchmen	75 – 125		
Draftsmen	40 – 60		900 – 2500
Supervisors/Foremen			2380 – 2700
Engineers			3000 – 4500
Bakeries			
Bakers		240 – 300	
Oven men		240 – 300	
Packers		125 – 175	
Drivers		240 – 300	
Cashiers		175 – 200	
Salesmen		150 - 225	
Security Workers			
Guards			720 – 900
Cash In Transit Guards			900 – 1100
Supervisor			1200 – 1400
Vault Cashier			1000 - 1100

* Basic Salary (Service Charge not included)

TRADE UNIONS

With the exception of the SVUT and the SVG Medical Association, all other trade unions recorded declines in their membership. The Nurses Union had a decline of 39%, LIAT Workers Union 22%, National Workers Movement 6% and the Commercial Technical and Allied Workers Union 7%.

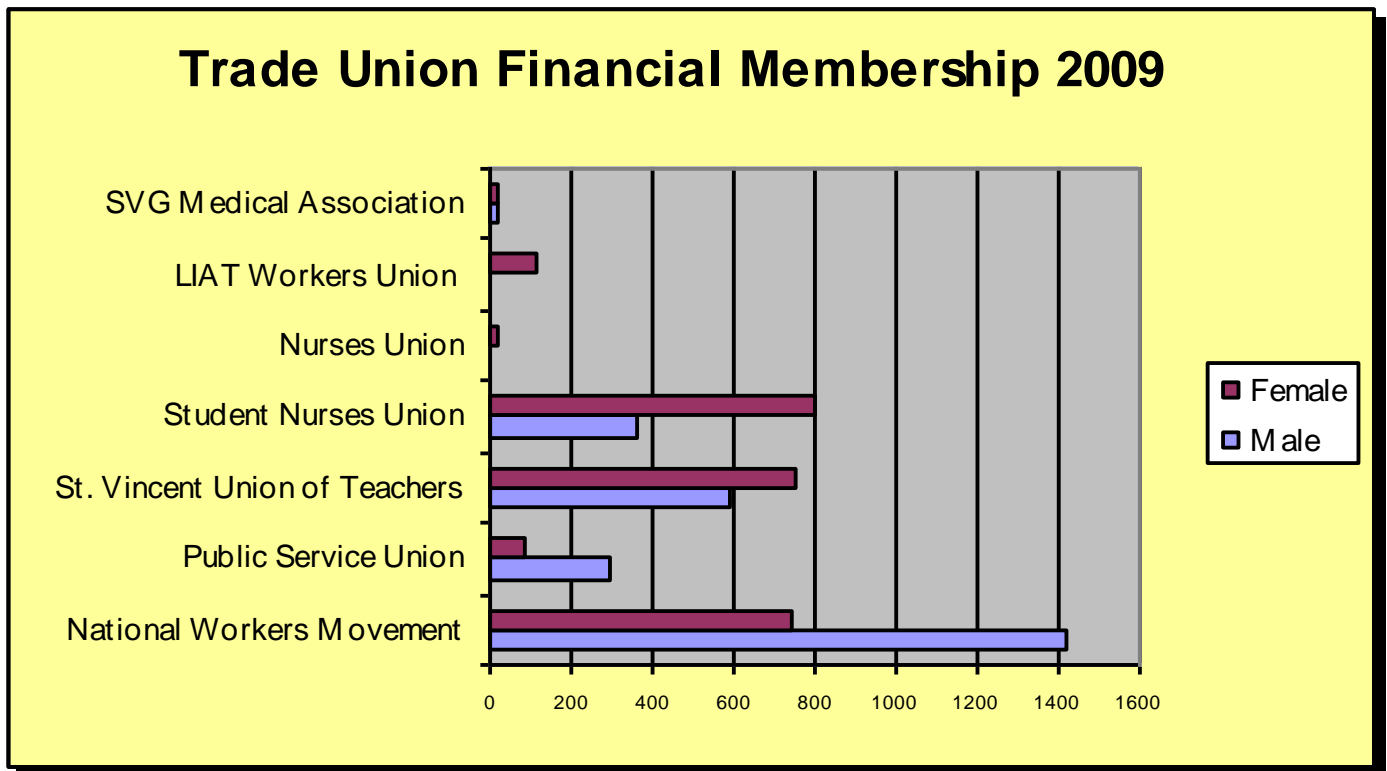
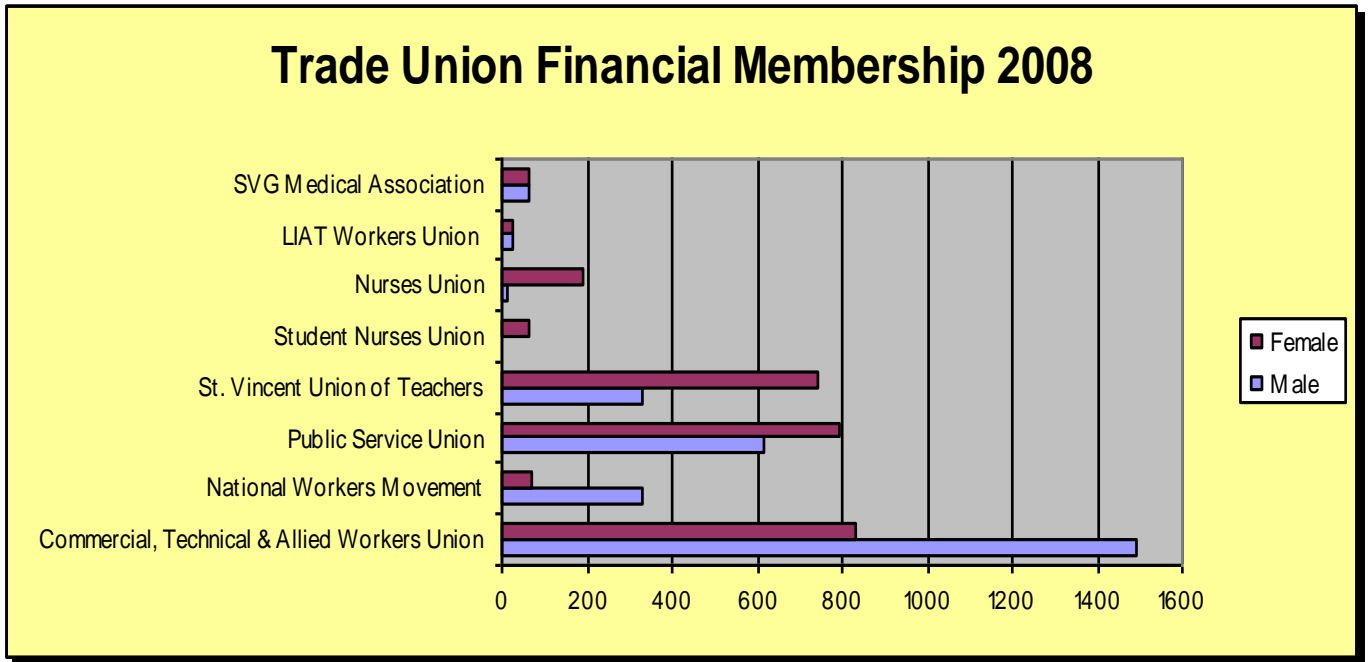
Nine (9) negotiated collective agreements were revised in 2008-09. Seven (7) of those were negotiated by the CTAWU and the other two (2) by the NWM. The increase in wages/salary range between 3% - 8%.

Table 23: Trade Unions Financial Membership (2008-09)

Union	2008			2009		
	Male	Female	Total	Male	Female	Total
Commercial, Technical & Allied Workers Union	1491	832	2323	1417	746	2163
National Workers Movement	331	72	403	295	84	379
Public Service Union	616	792	1408	593	757	1350
St. Vincent Union of Teachers	328	744	1072	361	800	1161
Student Nurses Union	2	63	65	-	17	17
Nurses Union	12	191	208	13	113	126
LIAT Workers Union	26	24	50	23	16	39
SVG Medical Association	65	63	128	76	69	145
Total	2871	2781	5657	2778	2602	5380

Source: Trade Unions membership registers

Fig.7: Trade Union Financial Membership (2008-09)



.Table 24: Trade Union Membership by Sector (2008-09)

Sector	2008			2009			Establishments covered
	Male	Female	Total	Male	Female	Total	
Public Service	507	693	1200	477	585	1062	Monthly paid civil servants
Teachers' Union, MT other Teachers - 7373	744	328	1072	361	800	1161	Teachers Government Schools
Student Nurses Union	2	63	65	-	17	17	Student Nurses
Nurses Union	12	191	203	13	113	126	Nurses
SVG Medical Association	65	63	128				Government and private doctors
Electricity, Gas, Water and Sanitary Service	274	50	324	265	42	307	Vinlec, Sol, CWSA, Sanitation workers, Solid Waste, Petrol Stations
Transport, Storage and Communication	1149	441	1590	1096	452	1548	Min. Transport, LIAT Workers, Cable & Wireless, NBC Radio, Port Authority, St. Vincent Shipping, St. Vincent Postal Corporation
Manufacturing	137	16	153	125	10	135	Bottlers, ECMIL, ECGC, Brewery, St. Vincent Distillers
Agriculture Land, Forestry Hunting and Fishing	141	79	220	76	34	110	St. Vincent Corrugated Ministry of Agriculture, Surveys Dept., BGA, National Fisheries
Wholesale and Retail	30	31	61	19	27	46	Food City, Courts
Financial Institutions	69	131	200	82	159	241	FCIB, NCB, GECCU, KCCU, RBTT, National Lottery
Community Services	116	175	291	118	139	257	Government institutions, vector
Other Services	21	55	76	74	50	124	

CWSA – Central Water and Sewerage Authority
 ECMI – East Caribbean Metal Industries Ltd
 NCB – National Commercial Bank
 KCCU -Kingstown Co-operative Credit Union

ECGC – East Caribbean Group of Companies
 FCIB – First Caribbean International Bank
 GECCU - General Employees Co-operative Credit Union
 RBTT - RBTT Bank Caribbean Limited

Table 25: Collective Agreements in force (2008-09)

Establishment	Trade Union
1. Bottlers (St. Vincent) Ltd.	CTAWU
2. Cable & Wireless (W.I) Limited	CTAWU
3. Central Water and Sewerage Authority	CTAWU
4. COURTS	CTAWU
5. East Caribbean Group of Companies Limited	NWM
6. East Caribbean Metal Industries Limited	NWM
7. First Caribbean International Bank	CTAWU
8. General Employees Co-operative Credit Union	CTAWU
9. Government daily paid and minor salaried workers – Ministry of Transport, Ministry of Health, Ministry of Agriculture & Lands	CTAWU
10. Kingstown Co-operative Credit Union	CTAWU
11. Lewis Punnett Home	NWM
12. LIAT SVG	LWU
13. Marriaqua Petroleum Co-operative Society	CTAWU
14. Marriaqua United Friendly Society	CTAWU
15. National Commercial Bank (SVG) Limited	CTAWU
16. NBC Radio 705	PSU
17. Port Authority	NWM
18. RBTT Bank Caribbean Ltd.	CTAWU
19. SOL Caribbean Limited	CTAWU
20. St. Vincent Brewery Limited	NWM
21. St. Vincent Corrugated Container	CTAWU
22. St. Vincent Distillers	CTAWU
23. St. Vincent Electricity Services	NWM
24. St. Vincent Teachers Union	SVUT
25. UWI Open Campus	CTAWU
26. Vector Control	NWM

Table 26: Revised Collective Agreements negotiated in 2008-09

Establishment	Trade Union	Duration of Agreement	Wage/Salary % Increase		
East Caribbean Metal Industries Ltd	NWM	Mar 08 - Feb 11	5%	4%	4%
Cable & Wireless (LIME)	CTAWU	Apr 08 - Jan 11	5%	5%	5%
Marriaqua Friendly Society	NWM	Jul 08 - Jan 11			
National Commercial Bank	CTAWU	Nov 08 – Oct 11	On hold		
Courts	CTAWU	Sept 08 – Sept 11	5%	7%	7%
Central Water & Sewerage Authority	CTAWU	Jan 09 – Dec 11	5%	4%	4%
SOL	CTAWU	Jan 09 - Dec 10		8%	6%
Agriculture Input Warehouse.	CTAWU	Jan 09 - Dec 10	3%	5%	
St. Vincent Postal Corp.	CTAWU	Jan 09 – Dec 10		5%	3%

One new collective agreement was added in 2008-2009 from the 2007-2008 figures. However the unions have lost five (5) collective agreements from the 2007-2008 figures giving a total of twenty-six (26) collective agreement in force. The Commercial, Technical and Allied Workers Union (CTAWU) and National Workers Movement (NWM) lost two each and Public Service Union (PSU) lost one.

In terms of the general workers union, although the (CTAWU) lost two (2) collective agreements they gained one (1) new agreement with Marriaqua United Friendly Society giving them still the highest number with sixteen (16) collective agreements. The NWM has nine (9); the PSU now has one (1); along with SVUT and LWU.

The CTAWU negotiated seven (7) of the nine (9) revised Collective Agreements. The trend with reference to wage/Salary increase for the period under review for unionized as well as non-unionized establishments was in the range of three percent (3%) to eight percent (8%) increase.