



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

**STATISTICAL REPORT  
2009-2010**

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## **PREFACE**

This statistical report for the years 2009 and 2010 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 2009 - 2010**

The impact of the global economic crisis is still affecting the labour market in terms of redundancies, layoffs and reduced work weeks. As was the case in 2009 the Hospitality, Industrial and the Telecommunication were the main sectors affected.

The Department of Labour Public Employment Service has to compete with a number of private Employment Agencies. As a result, there was a reduction in the number of Job Seekers for 2010. The Employment Unit conducted job search and career guidance workshops for form 5 students in secondary schools throughout St. Vincent and the Grenadines.

The final stage of the Labour Market Information System (LMIS) project which involved the survey design, data collection and processing has been completed. The official launch of the project was held at the department on April 28, 2011. The two main components of the LMIS are the computerization of the Labour Administration records of the department of labour and the operations of a LMIS Website. The department website is [www.dol.gov.vc](http://www.dol.gov.vc) and there you will find valuable information for civic society on government policy, minimum wages, labour laws, etc.

There was a decline in the number of individual complaints lodged at the department for the year 2010 when compared to 2009. The number of workers that were made redundant in 2010 was less than 2009 and this accounted for the overall decline in individual complaints. The majority of the trade unions experienced an increase in their membership with the exception of the St. Vincent Union of Teachers. However, none of the unions managed to gain recognition status by any new establishment.

## **EMPLOYMENT AND TRAINING**

### **Job Registration**

The number of registered job seekers for 2010 decreased significantly by thirty seven percent (37%) over the 2009 corresponding figures. The three major job occupation categories- Domestic Helpers, Office Attendants and Clerical/Typists jobs- all recorded major decreases. The number of job seekers declined by twelve percent (12 %) and forty percent (40%) for male and female registrants respectively.

As was the case in previous years, job seekers registration was dominated by female registrants by a four to one ratio (4:1) over male registrants. The highest percentage was recorded in the age group 20-24 with sixteen percent (16%), followed closely by the 25-29 range with fifteen percent (15 %) and 30-34 range with thirteen percent (13 %).

Forty eight percent (48%) of all registered job seekers attained some secondary level education, this was followed closely by forty five percent (45%) for those with primary level education only. There was an eight percent (8%) decrease in the number of persons with secondary level education from the 2009 figures and a six percent (6%) increase in persons with primary level education over the corresponding period.

Ninety four percent (94%) of all registrants in 2010 had some form of work experience, which was one percent less than the 2009 figures. All of the male registrants had previous work experience as compared to eighty eight percent (88%) of all female registrants.

Table 1: Job seekers registration by occupation (2009-10)

<b>Occupation</b>	<b>2009</b>	<b>2010</b>
Maid, Related Housekeeping and Service Workers	58	47
Office Attendants	16	07
Drivers	02	01
Beauty Salon	-	03
Shop Assistants and related workers	02	02
Clerical/Typists	45	15
Cooks, Waiters, Bartenders and related workers	17	13
Security Guards	06	04
Agricultural Workers	02	07
Construction	11	03
Electrician	02	01
Plumber	-	01
Not stated	06	01
<b>Total</b>	<b>167</b>	<b>105</b>

Source: Labour Department Employment Unit

Table 2: Registration by age group (2009-10)

<b>Age Group</b>	<b>2009</b>			<b>2010</b>		
	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
15-19	03	12	15	02	06	08
20-24	03	24	27	04	13	17
25-29	03	25	28	06	10	16
30-34	05	19	24	01	13	14
35-39	05	18	23	02	07	09
40-44	01	19	20	01	11	12
45-49	04	12	16	01	12	13
50-54	-	05	05	01	06	07
55-59	02	03	05	01	02	03
60 and over	01	01	02	02	01	03
Age not stated	-	02	02	-	03	03
<b>Total</b>	<b>27</b>	<b>140</b>	<b>167</b>	<b>21</b>	<b>84</b>	<b>105</b>

Source: Labour Department Employment Unit

Table 3: Registration by education level (2009-10)

Level	2009			2010		
	Male	Female	Total	Male	Female	Total
Primary	16	49	65	13	34	47
Secondary	10	83	93	08	43	51
Tertiary	01	04	05	-	02	02
Not mentioned	-	04	04	-	05	05
<b>Total</b>	<b>27</b>	<b>140</b>	<b>167</b>	<b>21</b>	<b>84</b>	<b>105</b>

Fig.1: Registration by educational level (2009–10)

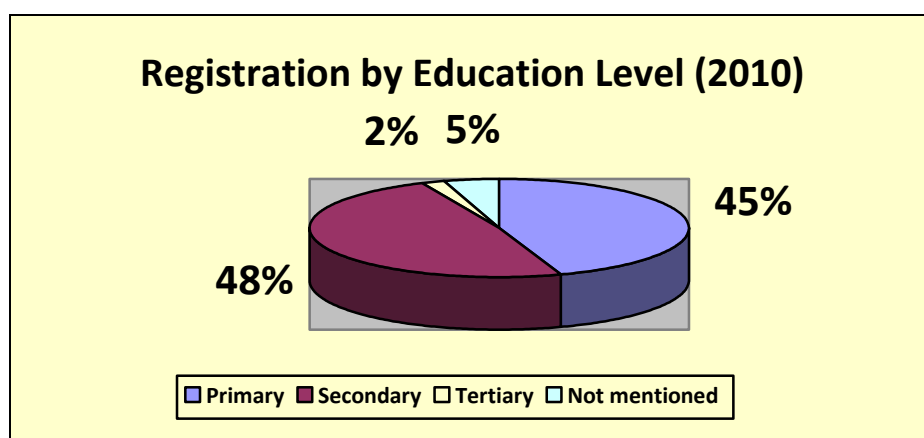
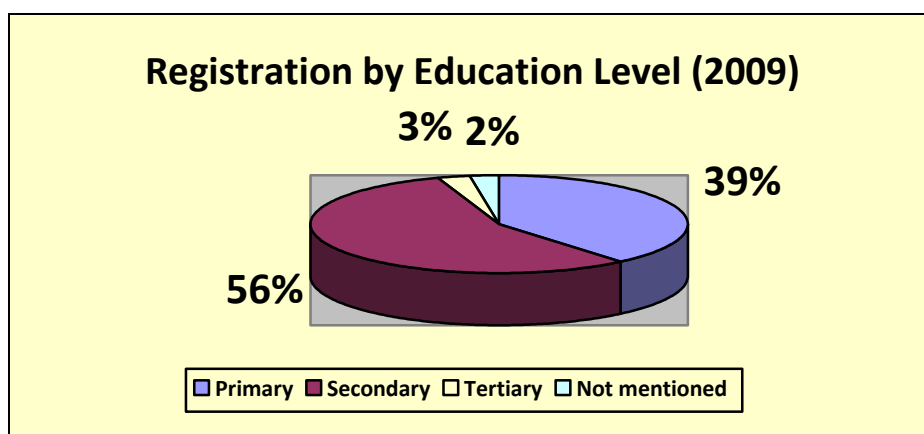
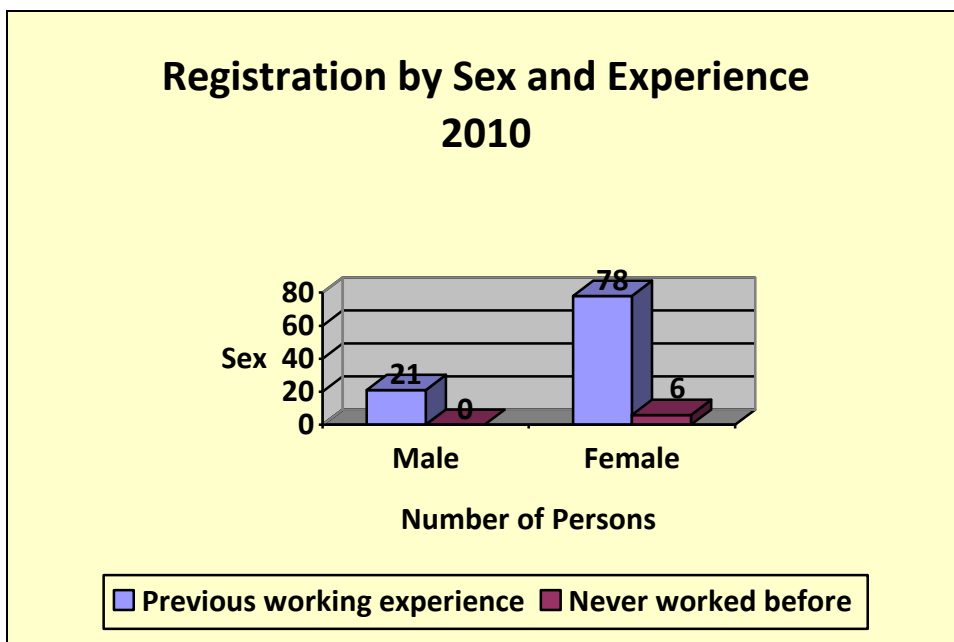
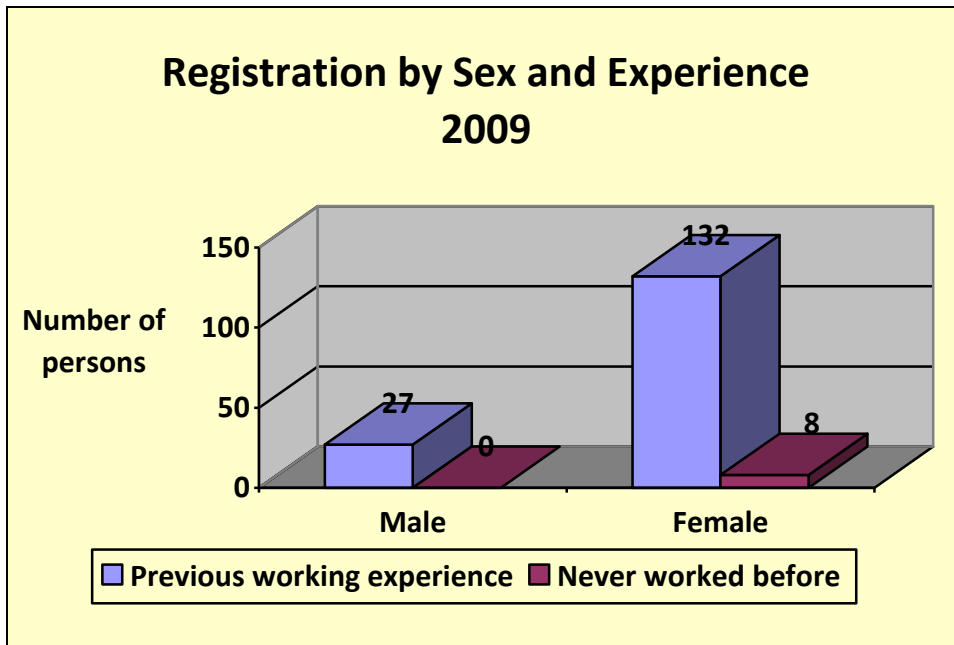




Table 4: Registration by sex and experience (2009-10)

Experience	2009			2010		
	Male	Female	Total	Male	Female	Total
Previous working experience	27	132	159	21	78	99
Never worked before	-	08	08	-	06	06
<b>Total</b>	<b>27</b>	<b>140</b>	<b>167</b>	<b>21</b>	<b>84</b>	<b>105</b>

Fig.2: Registration by sex and experience (2009–10)



## Employers' Orders/vacancies

The number of employers orders/vacancies for 2010 increased by two (2) only from the previous year. Sixty two percent (62%) of the total number of orders placed was for Maid & Housekeeping jobs. In 2010 there was a slight improvement in the Department's ability to fill the orders achieving a thirty five percent (35%) job placement rate as compared to just twenty nine percent (29%) in 2009.

Table 5: Employers' Order\Vacancies (2009-10)

<b>Type of Job</b>	<b>2009</b>	<b>2010</b>
Maid and related housekeeping	28	23
Cooks, Waiters and Bartenders	03	03
Office Attendant	01	-
Clerk, Typist, Receptionist	02	03
Gardener	-	01
Drivers	01	-
Cleaner	-	03
Shop Assistant	-	03
IT Technician	-	01
<b>Total</b>	<b>35</b>	<b>37</b>

Table 6: Job placement (2009-10)

<b>Occupation</b>	<b>2009</b>	<b>2010</b>
Maids & Related Housekeeping	07	10
Cooks, Waiters and Bartenders	02	-
Office Attendant	01	-
Receptionist	-	01
Cleaner	-	01
Gardener	-	01
<b>Total</b>	<b>10</b>	<b>13</b>

## Canada/Caribbean Seasonal Agricultural Workers Programme 2009/2010

### Agricultural workers programme

The total number of workers who participated in the agricultural workers programme remained the same in 2010 as was the case 2009. However, there was a significant increase in the compulsory savings by some EC\$47,000.00.

Table 7: Workers participation (2009-10)

<b>Year</b>	<b>No. Requested</b>	<b>No. New Men</b>	<b>Total</b>
2009	176	13	189
2010	181	07	188

Source: Labour Department

Table 8: Compulsory savings (2009-10)

<b>Year</b>	<b>CAN\$</b>	<b>EC\$</b>
2009	337,738.69	875,579.29
2010	343,563.67	922,865.01
<b>Total</b>	<b>681,302.36</b>	<b>1,798,444.3</b>

Source: Labour Department

## Work Permits

In 2010, as was the case for last five years, there was a dominance of male applicants by more than two-thirds (2/3) majority over female applicants. Overall for the year 2010 there was a nine percent (9%) increase in the number of approved work permits, with an increase of seventeen percent (17%) and five percent (5%) respectively for female and male approved applicants.

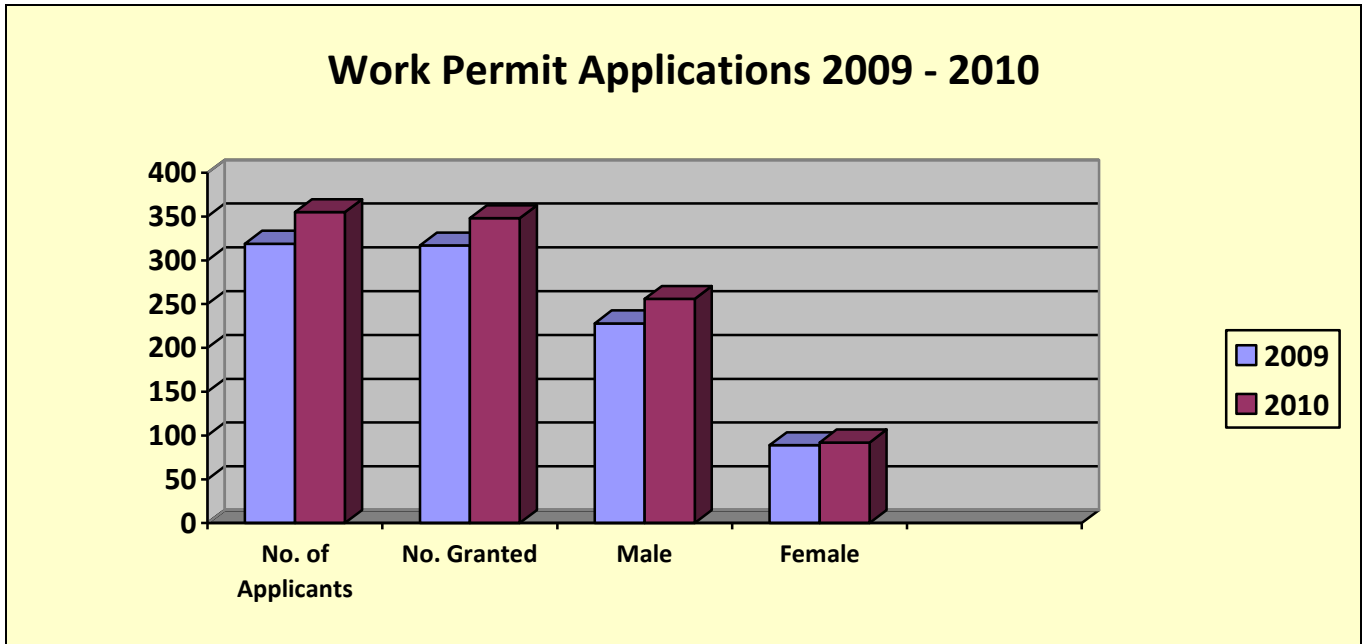
Thirty three percent (33%) of all work permits granted were for work in four major job positions: managers, directors, engineers and chief executive officers.

Sixty eight percent (68 %) of all work permits granted were issued to non-CARICOM nationals in 2010, which represents a fall of two percent (2%) in comparison to 2009 figures. Of the seven industrial classifications identified in Table 11, thirty seven percent (37%) of work permits were granted to Administrative/Managerial Workers; this was up by five percent (5%) over the 2009 figures; thirty one percent (31%) were issued to Professional, Technical and Related Workers and sixteen percent (16%) went to Service Workers.

Table 9: Work Permit Applications (2009-10)

Year	No. of Applications	No. Granted	Male	Female
2009	319	317	228	89
2010	355	348	241	107

Fig. 3: Work Permit Applications (2009-2010)



Source: Prime Minister's Office

Table 10: Work permits by occupation of applicant (2009-10)

<b>Occupation</b>	<b>2009</b>	<b>2010</b>
Accountant	3	1
Accounts Clerk	1	-
Administrator	3	1
Architect	7	5
Aircraft Maintenance	5	3
Artist	2	1
Auditor	1	-
Baker	-	4
Barber	1	1
Beautician	1	-
Base Manager	2	-
Butler	1	1
Captain	1	-
Care Giver	3	1
Cashier	1	-
Casino Hostess	1	-
Casino Manager	2	1
Chef	33	18
Chief Executive Officer	1	-
Chief Steward	1	-
Clerk	1	3
Clinical Tutor	1	2
Compliance Officer	1	1
Construction Supervisor	-	4
Construction Manager	6	1
Construction Worker	2	1
Consultant	1	-
Cook	1	4
Cosmetologist	-	1
Dentist	2	1

Director	16	23
Director of Security	1	8
Dive Instructor	3	10
Driver	1	-
Dry Cleaner	1	1
Electrical Supervisor	1	-
Electrician	-	2
Engineer	17	20
Equestrian Center Manager & Riding Instructor	1	-
Executive Assistant	1	1
Executive Housekeeper	3	-
Executive Chef	-	3
Estate Manager	-	1
Financial Controller	4	3
Fire Safety Chief	1	-
Florist	1	-
Foreman	1	2
Food & Beverages Manager	4	5
Golf Course Shaper/Superintendent	2	1
Golf Professional	1	1
Gym Instructor	1	-
Hair Stylist	1	-
Heavy Equipment Operator	-	4
House Keeper	-	6
Hotel Manager	6	4
House Manager	3	1
Human Resource Manager	-	2
Information Officer	-	1
Interior Designer	1	-
IT Manager	2	1
Joiner	6	-
Joinery Supervisor	-	1

Landscaping Consultant	2	-
Lineman	2	-
Logistics Director	-	1
Maintenance Manager /Supervisor	1	-
Maintenance Administrator	-	2
Manager	39	54
Marketing Manager	1	-
Marketing Assistant	-	1
Mason	-	3
Materials Specialist	1	-
Mechanic	7	15
Nanny	1	2
Nutritionist	1	-
Owner	-	1
Operator	6	13
Physiotherapist	1	1
Pilot	13	12
Plumber	5	3
Power Generation Technician	-	1
Principal	1	-
Professor	2	4
Private Residence Manager	-	1
Programmer	3	-
Project Manager	2	7
Promotion Teacher	-	1
Purchasing Manager	1	-
Quarry Supervisor/Blaster	1	-
Quarry Manager	-	1
Restaurant Manager	6	6
Roof Specialist	-	-
Room Amenities	1	-
Sales Clerk	-	2
Sales Manager	1	1
Scuba Diving Instructor	-	1



Sculptor	1	-
Seamstress Supervisor	-	1
Secretary	2	1
Security Controller	-	3
Security Officer	-	2
Senior Project Manager	-	1
Spa Manager/Spa Therapist	11	4
Supervisor	9	7
Surveyor	5	3
Teacher / Tutor	5	9
Technical Manager Maintenance	-	1
Technician	7	11
Tennis Professional	1	-
Tuner	1	-
Utility Designer	1	-
Veterinarian	1	-
Waitress	3	-
Waste Water Treatment Plant Supervisor	-	1
Water Production	-	1
Yacht Broker	-	1
Yoga Instructor	2	-

Table 11: Work permits issued by Industry, Nationality and sex (2009-10)

Industrial Classification	2009						2010					
	Caricom			Other Countries			Caricom			Other Countries		
	M	F	T	M	F	T	M	F	T	M	F	T
Professional, Technical and related workers	29	6	35	75	24	99	36	9	45	50	14	64
Administrative/Managerial workers	10	6	16	56	29	85	18	3	21	69	38	107
Sales and Marketing workers	2	-	2	1	2	3	2	-	2	-	-	-
Service workers	6	2	8	4	9	13	7	4	11	33	13	46
Production and related workers	-	-	-	2	1	3	2	1	3	6	2	8
Clerical and related workers	-	3	3	-	2	2	-	1	1	2	1	3
Construction transport operators and labourers	29	2	31	15	2	17	21	6	27	10	-	10
<b>Total</b>	<b>76</b>	<b>19</b>	<b>95</b>	<b>153</b>	<b>69</b>	<b>222</b>	<b>86</b>	<b>24</b>	<b>110</b>	<b>170</b>	<b>68</b>	<b>248</b>

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

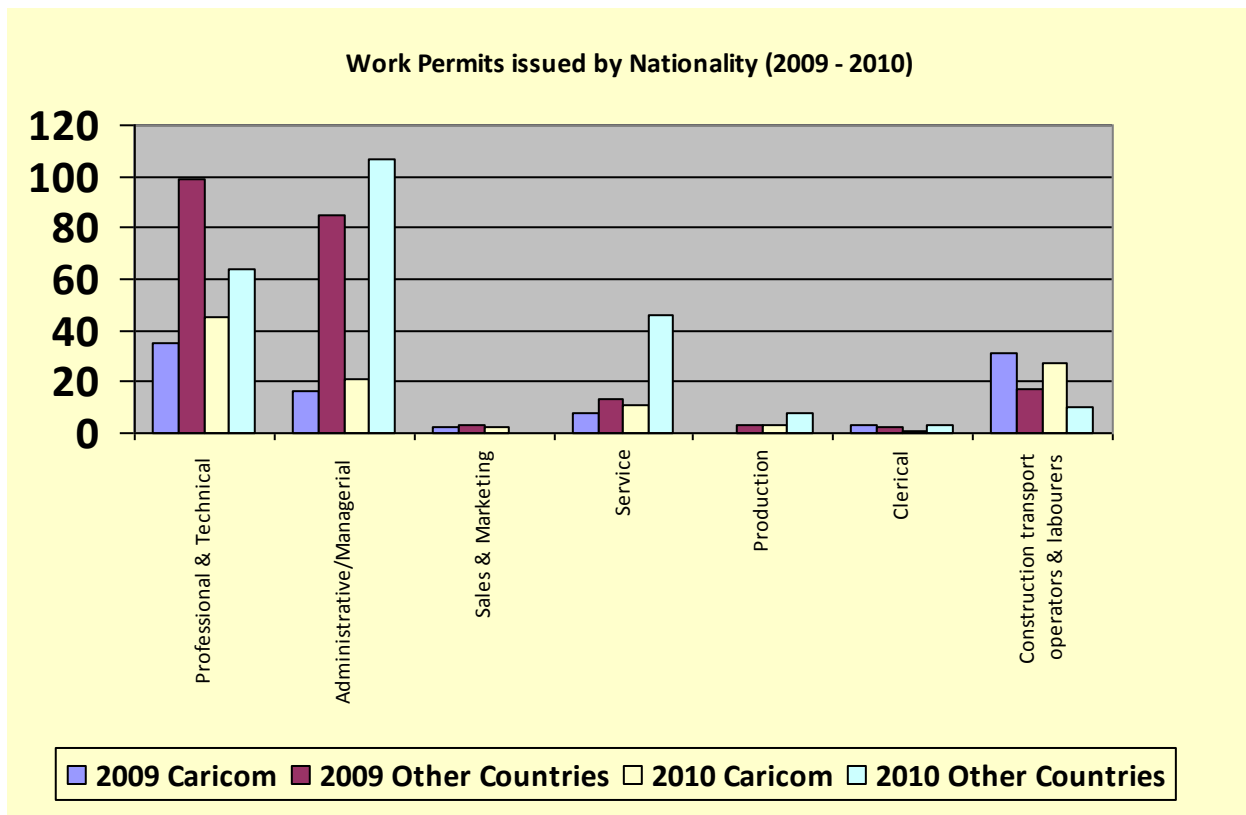


Fig 4: Work permits issued by classification and nationality (2009-2010).

## LABOUR INSPECTORATE AND INDIVIDUAL COMPLAINTS

### Individual Complaints

There was a nineteen percent (19%) decline in the number of complaints lodged at the Labour Department in 2010. Of the nine Wages Regulations classifications, the highest percentages of complaints lodged were: Industrial with thirty three percent (33%), Shop Assistant with twenty five percent (25%) and Domestic with eleven percent (11%).

Fifty four percent (54%) of all complaints were for unfair dismissal/redundancy, which was followed by non-payment of wages/salaries with thirty four percent (34%) and non-payment of vacation & sick leave with twelve percent (12%).

Table 12: Individual Complaints – Minimum Wage Regulations (2009-10)

Wages Regulations	No. of Complaints	
	2009	2010
Agriculture	15	06
Domestic	24	22
Government	11	12
Hotel	25	21
Industrial	77	65
Professional	06	10
Security	17	11
Shop Assistant	50	50
Others (not covered)	21	02
<b>Total</b>	<b>246</b>	<b>199</b>

Source: Labour Department record of individual complaints

Fig. 5: Individual Complaints as per wage regulation (2009 – 2010)

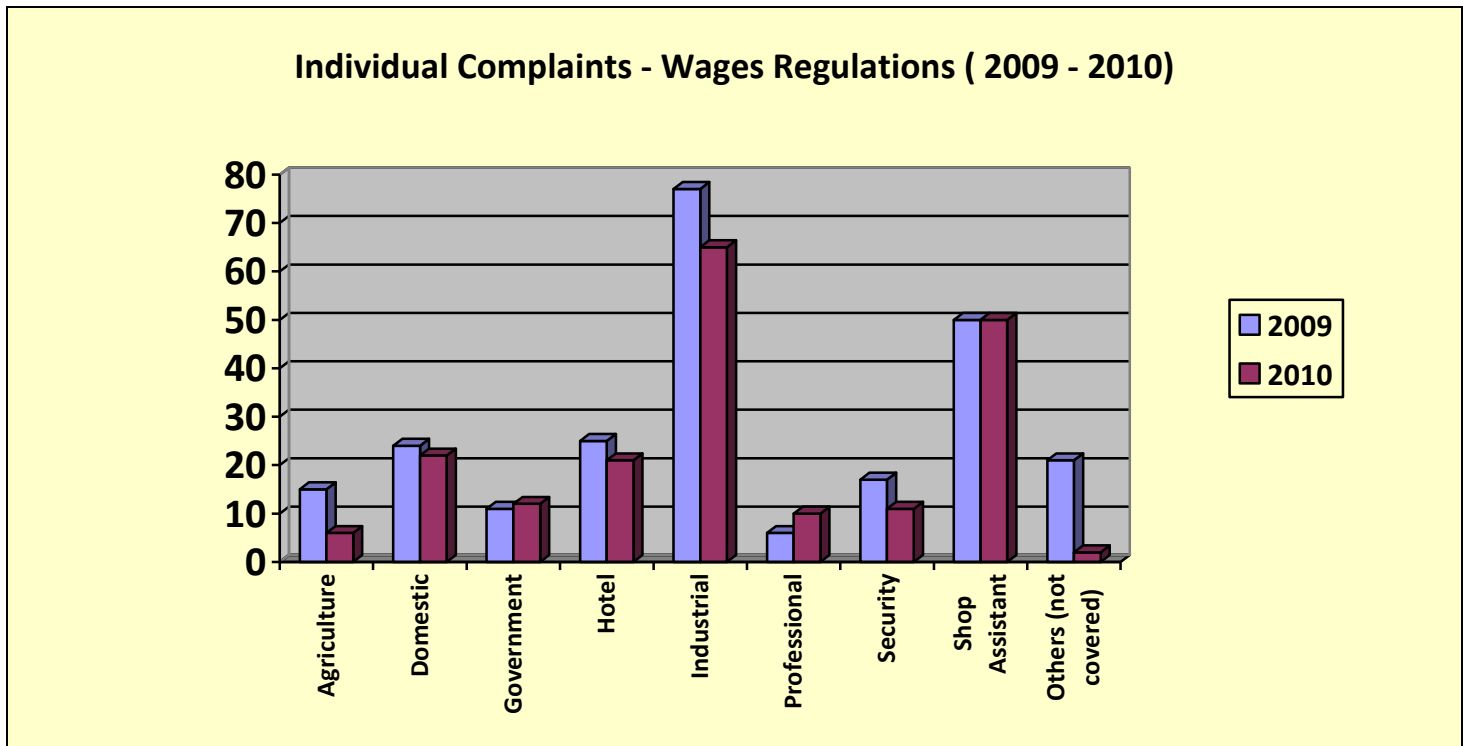


Table 13: Individual Complaints by Sector (2009-2010)

Sector	No. of Complaints	
	2009	2010
Agriculture and Fishing	15	06
Construction	44	46
Electricity, Gas and Water	02	07
Finance, Insurance and Real Estate	03	03
Government Service	11	12
Hotels and Guest Houses	25	21
Restaurants and Bars	17	17
Manufacturing	11	03
Transportation and Communication	22	06
Wholesale and Retail Trade	36	14
Domestic	24	22
Other Services	19	31
Security	17	11
<b>Total</b>	<b>246</b>	<b>199</b>

Fig.6: Individual Complaints by Sector (2009 – 2010)

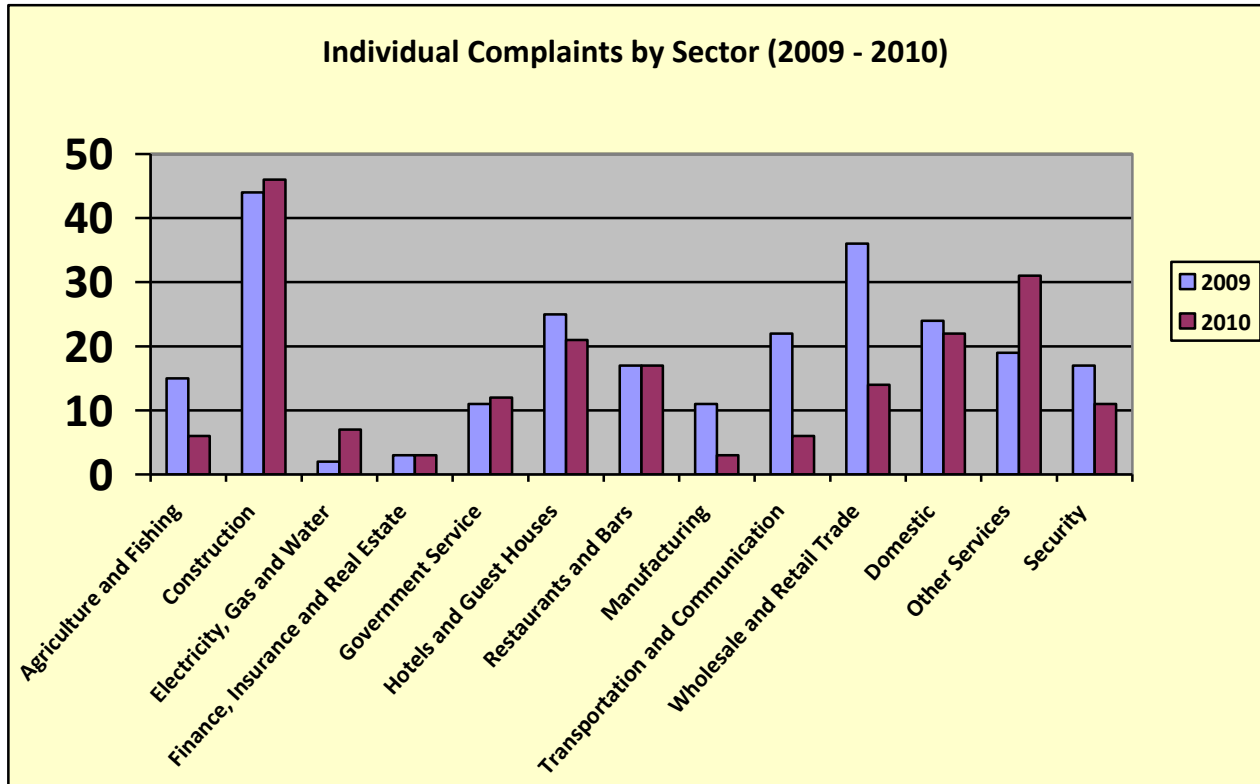


Table14: Main causes of Individual Complaints (2009-2010)

Year	Non Payment Wages/ Salaries	Unfair Dismissal/ Redundancy (Claim for Severance Pay)	Non-Payment Vacation and Sick Leave	Total
2009	66	148	32	246
2010	68	107	24	199

**Workplace Inspection**

The number of inspection visits increased slightly in 2010 by eight percent (8%). Thirty six percent (36%) of the visits were carried out in beauty salons, thirty one percent (31%) in wholesale & retail trade and eighteen percent (18%) in bakeries.

Table 15: Inspection visits by Industry (2009-2010)

Sector	2009	2010
Agriculture		05
Wholesale and Retail Trade	27	24
Hotel	-	-
Beauty Salon	08	-
<b>Industrial:</b>	-	22
• Bakeries	12	11
• Manufacturing	09	06
• Transport	-	01
Restaurants and Bars	-	03
<b>Total</b>	<b>56</b>	<b>72</b>

## Employment Injury

In 2010 three hundred (300) injury cases were reported, which was thirty nine (39%) less than the total in 2009. There was an eighty three percent (83%) approval rate in 2010, as compared to eighty one percent (81%) in 2009. Fifty percent (50%) of all injury cases in 2010 came from the construction sector with a seventy one percent (71%) approval rate. This compares with all of the other sectors combined with a ninety five percent (95%) rate of approval. Seven of the fifteen sectors recorded a one hundred percent (100%) approval rate.

Table 16: Employment Injury Cases (2009-2010)

<i>Industry Class</i>	<i>2009</i>			<i>2010</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	1	0	1
Construction	169	81	250	106	43	149
Electricity, Gas & Water	10	1	11	5	1	6
Financial	0	0	0	1	0	1
Fishing	2	0	2	1	0	1
Health	1	1	2	0	0	0
Hotels/restaurants	20	1	21	16	0	16
Manufacturing	39	3	42	44	2	46
Mining & Quarry	1	0	1	0	0	0
Other Community & Social Activities	34	0	34	16	2	18
Private Households	6	0	6	2	0	2
Public Administration	32	0	32	15	0	15
Real Estate, Renting & Business	18	0	18	9	1	10
Transport, Storage & Communication	29	2	31	5	0	5
Wholesale & Retail Trade	38	4	42	28	2	30
<b>Total</b>	<b>402</b>	<b>93</b>	<b>495</b>	<b>249</b>	<b>51</b>	<b>300</b>

Source: National Insurance Services

## Decisions of the Hearing Officer

The number of individual cases adjudicated by the hearing officer in 2010 dropped by forty seven percent (47%), that is seventeen cases (17) less than the previous year's figure. Eight (8) of those cases or forty seven percent (47%) of all disputes came from the Industrial Workers sector.

Eight (8) of the seventeen cases or forty seven percent (47%) were decided as unfair termination and resulted in the award of severance payment whereas eighteen percent (18%) were decided as fair termination. Eighteen percent (18%) resulted in a financial settlement and another eighteen percent (18%) of cases were still pending.

Table 17: Decisions of Hearing Officer (2009-2010)

Year	Termination unfair/ Severance pay awarded	Termination fair/ No Severance pay awarded	Financial Settlement	Pending
2009	11	16	5	-
2010	8	3	3	3

Table 18: Individual Disputes Adjudicated by the Hearing Officer by Sector (2009-10)

Year	No of cases	Agri	Comm	Elec	Hot	FI	Gov	Ind	Prof	Sec	W/R	DOM
2009	32	1	2	-	5	-	4	8	1	2	9	-
2010	17	-	-	1	2	-	-	8	1	-	3	2

Agri: Agricultural Workers

Comm: Communication

Dom. Domestic

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



**Tribunal Decisions**

The number of appeals forwarded to the tribunal decreased by two (2) in 2010. Two appeal cases or fifty percent (50%) resulted in the Hearing Officer's decisions being upheld.

Table 19: Tribunal Decisions (2009-2010)

Year	No. of Appeals	Decision			
		Hearing Officer decision upheld	Dismissal Fair	Pending	Settlement
2009	6	1	4	1	-
2010	4	2	-	1	1

Table 20: Tribunal Decision by Sector (2009-2010)

Year	No of cases	Agri	Comm	Elec	Hot	FI	Ind	W/R	Prof.
2009	6	-	1	1	2	-	1	1	-
2010	4	-	-	-	1	-	-	2	1

Agri: Agricultural Workers

Comm: Communication

Elec: Electricity Gas and water

Hot: Hotel Workers

FI: Financial

Ind: Industrial Workers

W/R: Wholesale and Retail

Prof: Workers in office of professionals

Table 21: Monies collected at the Department of Labour in Settlement of Dispute (2009-2010)

<b>Year</b>	<b>Agri</b>	<b>Dom</b>	<b>Hot</b>	<b>Ind</b>	<b>Mis</b>	<b>Prof</b>	<b>Sec</b>	<b>W/R</b>	<b>Total</b>
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	133,259.50
2010	-	29,330.02	13,970.70	19,597.16	87,376.81	2,315.30	-	81,320.17	233,910.16

The total amount of monies collected increased significantly in 2010. In fact, there was an increase of over one hundred and seventy five percent (175%) 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

Gov: Government

Table 22: Wages/Salary Sample – selected categories (2010)

Category	Wage/Salary Range		
	Daily	Weekly	Monthly
	\$	\$	\$
<b>Wholesale/Retail</b>			
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	
<b>Office Staff</b>			
Clerks			600 – 1000
Typists			600 – 950
Secretaries			750 – 1000
Drivers		180-250	
<b>Hotels *</b>			
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
<b>Construction</b>			
Carpenters	50 – 125		
Masons	65 - 125		

Category	Wage/Salary Range		
	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
<b>Bakeries</b>			
Bakers		240 – 300	
Oven men		240 – 300	
Packers		125 – 175	
Drivers		240 – 300	
Cashiers		175 – 200	
Salesmen		150 - 225	
<b>Security Workers</b>			
Guards			720 – 900
Cash In Transit Guards			900 – 1100
Supervisor			1200 – 1400
Vault Cashier			1000 – 1100

\* Basic Salary (Service Charge not included)

## TRADE UNIONS

The CTAWU negotiated six (6) 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%).

The total membership of all trade unions for 2010 fell by forty percent (40%) when compared to 2009 (Table 23). However, all of the unions with the exception of the LIAT Workers Union managed to gain an increase in their membership. The increase was as a result of workers who were not members of the union, exercising their option of becoming members to secure their jobs.

A total number of twenty eight (28) Collective Agreements remained in force for the year 2010. The CTAWU has fifteen (15) Collective Agreements, which is the highest number, then followed by the NWM with nine (9), PSU with two (2), SVUT and LWU with one (1) each.

Table 23: Trade Unions Financial Membership (2009-10)

Union	2009			2010		
	Male	Female	Total	Male	Female	Total
Commercial, Technical & Allied Workers Union	1417	746	2163	1247	673	1920
National Workers Movement	295	84	379	324	81	405
Public Service Union	593	757	1350	575	791	1366
St. Vincent Union of Teachers	361	800	1161	358	756	1114
Student Nurses Union	-	17	17	-	-	-
Nurses Union	13	113	126	15	158	173
LIAT Workers Union	23	16	39	23	16	39
SVG Medical Association	76	69	145	76	69	145
<b>Total</b>	<b>2778</b>	<b>2602</b>	<b>5380</b>	<b>2618</b>	<b>2544</b>	<b>5162</b>

Source: Trade Unions membership registers

Fig.7: Trade Union Financial Membership

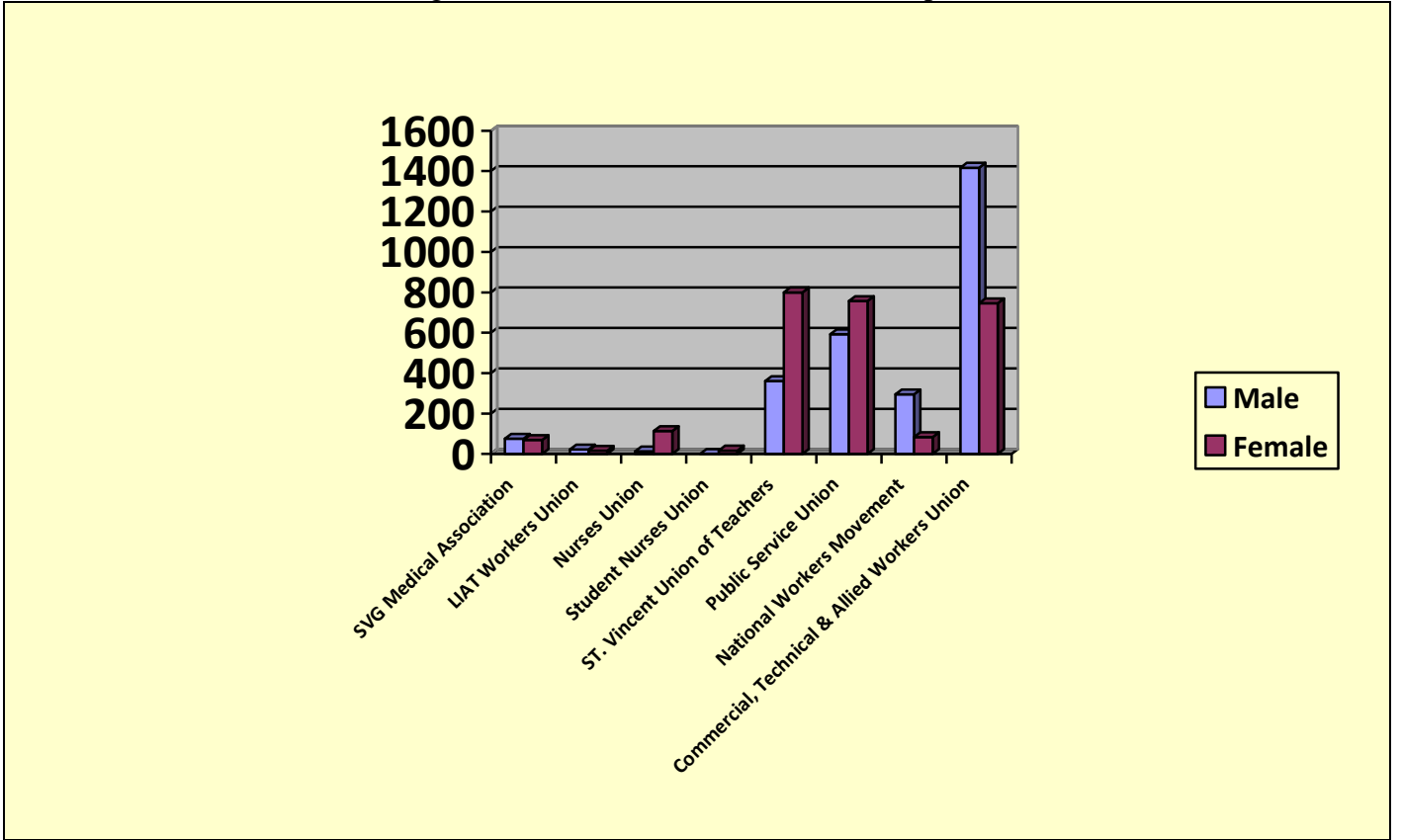


Table 24: Trade Union Membership by Sector (2009-10)

Sector	2009			2010			Establishments covered
	Male	Female	Total	Male	Female	Total	
Public Service Union	477	585	1062	491	638	1129	Monthly paid civil servants
Teachers' Union	361	800	1161	756	358	1114	Teachers of Government Schools and Colleges
Student Nurses Union	-	17	17	-	-	-	Student Nurses
Nurses Union	13	113	126	15	158	173	Nurses
SVG Medical Association	58	75	133	65	80	145	Government and private doctors
Electricity, Gas, Water and Sanitary Service	265	42	307	190	45	235	Vinlec, Sol, CWSA, Sanitation workers, Solid Waste, Petrol Stations
Transport, Storage and Communication	1096	452	1548	857	294	1151	Min. Transport, LIAT Workers, Cable & Wireless, NBC Radio, Port Authority, St. Vincent Shipping, St. Vincent Postal Corporation
Manufacturing	125	10	135	149	18	167	Bottlers, ECMIL, ECGC, Brewery, St. Vincent Distillers, STVCC
Agriculture Land, Forestry Hunting and Fishing	76	34	110	52	54	106	Ministry of Agriculture, Surveys Dept., BGA, National Fisheries
Wholesale and Retail	19	27	46	16	30	46	Food City, Courts
Financial Institutions	82	159	241	178	174	352	FCIB, NCB, GECCU, KCCU, RBTT, National Lottery
Community Services	118	139	257	25	76	101	Government institutions, vector unit
Other Services	74	50	124	57	109	166	

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: Revised Collective Agreements negotiated in 2009-10

<b>Establishment</b>	<b>Trade Union</b>	<b>Duration of Agreement</b>	<b>Wage/Salary % Increase</b>	
Central Water & Sewerage Authority	CTAWU	Jan 09 – Dec 11	4%	4%
SOL	CTAWU	Jan 09 - Dec 10	08%	6%
Agriculture Input Warehouse	CTAWU	Jan 09 - Dec 10	3%	5%
St. Vincent Postal Corp.	CTAWU	Jan 09 – Dec 10	5%	3%
Port Authority (mthly)	NWM	Jan 09 – Dec 11	3%	3%
Port Authority ( Port Police)	PSU	Jan 10 – Dec 11	4% year 1 and year 2 to be negotiated.	
East Caribbean Group of Companies	NWM	Jan 10 – Dec 12	3.5% year 1, then increase from year 2 would be based on performance appraisal	
GECCU	CTAWU	May10 – April11	3%	2%
National Commercial Bank	CTAWU	Nov 10 – Oct 12	3%	3%

The CTAWU negotiated six (6) of the nine (9) revised Collective Agreements for the period under review; the NWM two (2), The PSU one (1). The trend in wages/salaries was in the range of three to eight percent (3% - 8%) as was the case during the period 2008-09.



Table 26: Collective Agreements in force (2010)

Establishment	Trade Union
1. Bottlers (St. Vincent) Ltd.	CTAWU
2. Cable & Wireless (W.I) Limited (LIME)	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. National Commercial Bank (SVG) Limited	CTAWU
14. Marriaqua United Friendly Society	NWM
15. NBC Radio 705	PSU
16. Port Authority (Monthly paid)	NWM
17. Port Authority (Port Police)	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. St. Vincent Shipping Association	NWM
26. UWI Open Campus	CTAWU
27. Vector Control	NWM
28. St. Vincent Postal Corporation	CTAWU

