



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

**STATISTICAL REPORT
2010-2011**

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PREFACE

This statistical report for the years 2010 and 2011 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 2010 – 2011

In the year 2010 the department began the implementation of the International Labour Organisation (ILO) Decent Work Country programme (DWCP) which continued through 2011.

The DWCP had four (4) priority areas:

(1) Reviewing and updating Labour Legislation

Legislative review on Occupational Safety and Health (OSH) is in the making. The legal consultant contracted by the ILO to assist with the drafting of an OSH bill has submitted the policy framework for the bill and this was reviewed by the social partners. The OSH Bill is expected to be ready for approval by Cabinet and consultation with the social partners by the end of February 2012.

(2) Labour Market Information System (LMIS)

The development and launch of the LMIS in April 2011 including a website has been a key initiative under the DWCP, which had financial support from the Government of SVG, The Caribbean Center for Development Administration (CARICAD) and technical support from the ILO and the Information Technology Service Division (ITSD).

(3) Inclusive Workplace policies

The ILO contracted Ms Rene Baptiste former Minister of labour to draft a national policy on HIV and AIDS and Non-communicable diseases. The Policy has already been developed and there was a National consultation with the social partners and other stakeholders in December 2011. The document would be presented to Cabinet for its approval by the end of the first quarter of 2012.

4) Increasing dialogue among Government, workers and employers

In November 2011 a National workshop was held in SVG for tripartite partners on Mediation and Negotiation skills

In the year under review, SVG has ratified three (3) priority ILO Conventions on Employment Policy, Labour Inspection and Tripartite Consultations, thus building a solid framework for decent work.

The Employment Service continues to equip secondary schools graduands throughout St. Vincent and the Grenadines with skills, and techniques for a successful job search.

There was an increase in the number of jobseekers when compared to 2010 (table 1) and, also an increase in the number of workers on the Canada/Caribbean Seasonal Agricultural Workers Programme.

Individual Complaints

Trade Union Membership

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 (2010-11)

Occupation	2010	2011
Maid, Related Housekeeping and Service Workers	47	68
Office Attendants	07	06
Drivers	01	02
Beauty Salon	03	-
Shop Assistants and related workers	02	15
Clerical/Typists	15	28
Cooks, Waiters, Bartenders and related workers	13	10
Security Guards	04	05
Agricultural Workers	07	01
Teachers	-	01
Construction	03	05
Electrician	01	02
Plumber	01	-
Handyman	-	01
Technician	-	02
Not stated	01	-
Total	105	146

Source: Labour Department Employment Unit

Table 2: Registration by age group (2010-11)

Age Group	2010			2011		
	Male	Female	Total	Male	Female	Total
15-19	02	06	08	02	10	12
20-24	04	13	17	09	27	36
25-29	06	10	16	06	25	31
30-34	01	13	14	-	15	15
35-39	02	07	09	02	15	17
40-44	01	11	12	01	09	10
45-49	01	12	13	01	14	15
50-54	01	06	07	01	06	07
55-59	01	02	03	-	02	02
60 and over	02	01	03	01	-	01
Age not stated	-	03	03	-	-	-
Total	21	84	105	23	123	146

Source: Labour Department Employment Unit

Table 3: Registration by education level (2010-11)

Level	2010			2011		
	Male	Female	Total	Male	Female	Total
Primary	13	34	47	4	72	76
Secondary	08	43	51	12	44	56
Tertiary	-	02	02	03	08	11
Not mentioned	-	05	05	01	02	3
Total	21	84	105	20	126	146

Fig.1: Registration by educational level (2010-11)

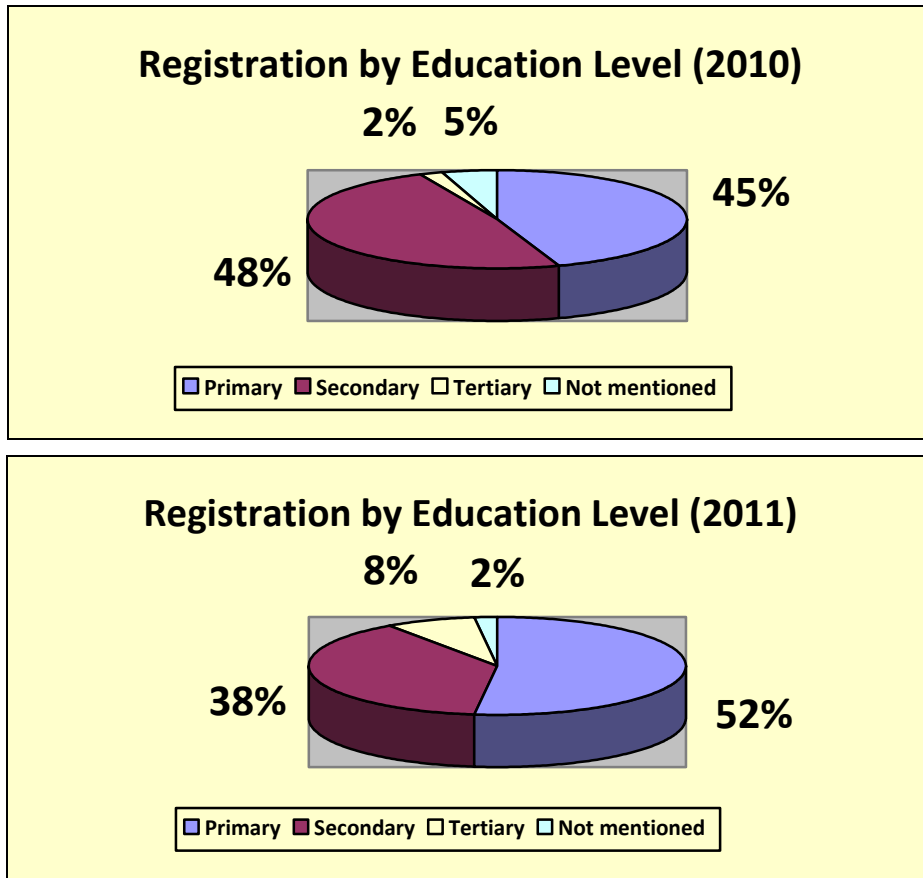
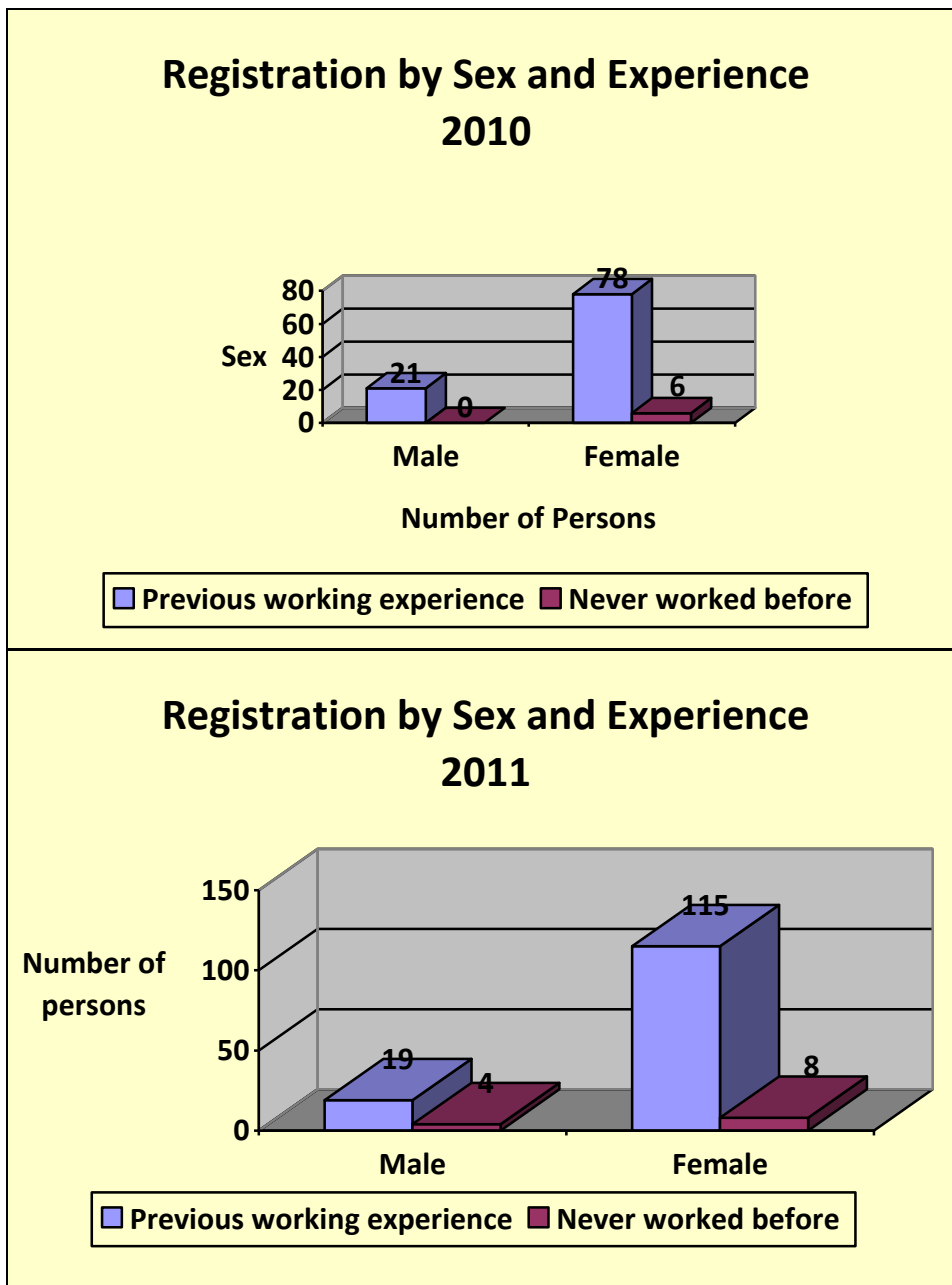


Table 4: Registration by sex and experience (2010-11)

Experience	2010			2011		
	Male	Female	Total	Male	Female	Total
Previous working experience	21	78	99	19	115	134
Never worked before	-	06	06	04	08	12
Total	21	84	105	23	123	146

Fig.2: Registration by sex and experience (2010-11)



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 (2010-11)

Type of Job	2010	2011
Maid and related housekeeping	23	31
Cooks, Waiters and Bartenders	03	02
Sales Clerk	-	01
Clerk, Typist, Receptionist	03	-
Gardener	01	01
Sous Chef	-	01
Cleaner	03	01
Pastry Maker	-	01
Shop Assistant	03	-
IT Technician	01	-
Baker	-	07
Total	37	45

Table 6: Job placement (2010-11)

Occupation	2010	2011
Maids & Related Housekeeping	10	12
Cooks, Waiters and Bartenders	-	2
Office Attendant	-	-
Receptionist	01	-
Cleaner	01	-
Gardener	01	-
Total	13	14

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 (2010-11)

Year	No. Requested	No. New Men	Total
2010	181	07	188
2011	186	13	199

Source: Labour Department

Table 8: Compulsory savings (2010-11)

Year	CAN\$	EC\$
2010	343,563.67	922,865.01
2011	352,449.39	932,670.05
Total	696,013.06	1,855,535.06

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.

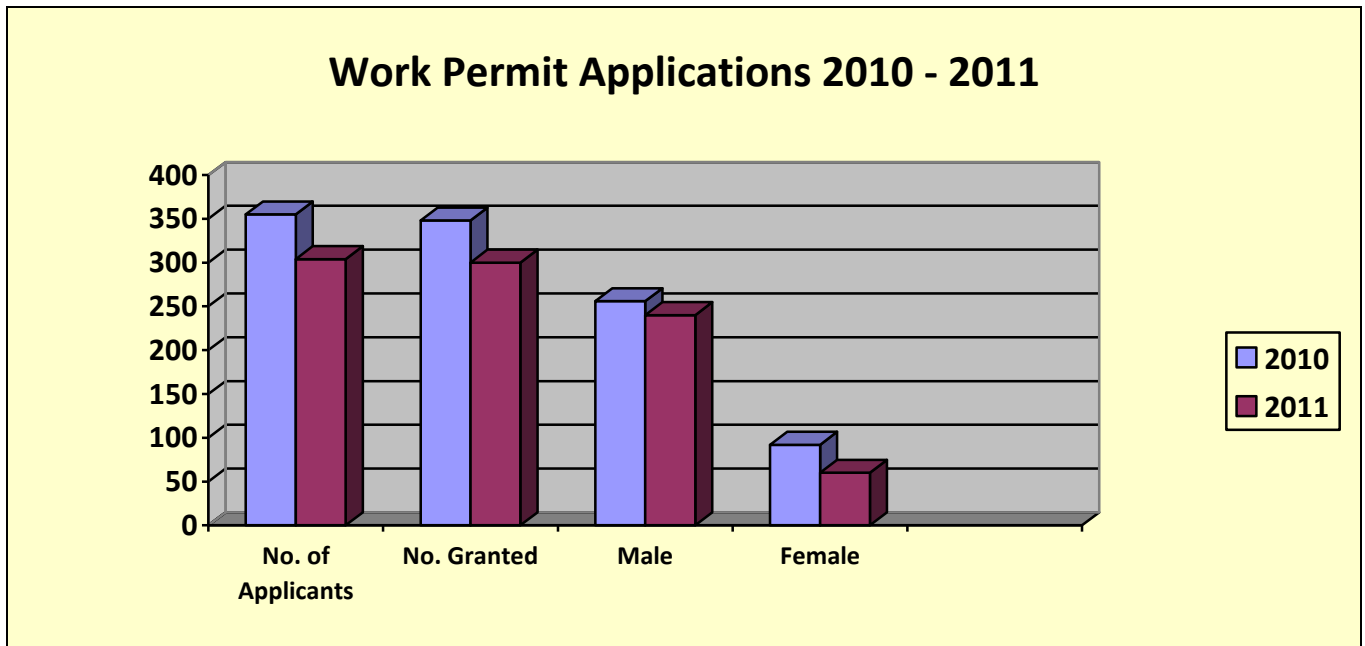
Thirty three percent (33%) of all work permits granted were for work in four major job positions: managers, directors, engineers and chief executive officers.

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 (2010-11)

Year	No. of Applications	No. Granted	Male	Female
2010	355	348	241	107
2011	304	300	240	60

Fig. 3: Work Permit Applications (2010-11)



Source: Prime Minister's Office

Table 10: Work permits by occupation of applicant (2010-11)

Occupation	2010	2011
Accountant	1	2
Accounts Clerk	-	2
Administrator	1	-
Architect	5	4
Aircraft Maintenance	3	2
Artist	1	-
Auditor	-	1
Baker	4	3
Barber	1	1
Butler	1	1
Care Giver	1	2
Casino Manager	1	1
Chef	18	6
Chief Executive Officer	-	1
Clerk	3	-
Clinical Tutor	2	1
Compliance Officer	1	1
Construction Supervisor	4	3
Construction Manager	1	4
Construction Worker	1	1
Cook	4	1
Cosmetologist	1	-
Dentist	1	2
Director	23	17
Director of Security	8	-
Dive Instructor	10	2
Dry Cleaner	1	-
Electrician	2	-
Engineer	20	23
Executive Assistant	1	1
Executive Housekeeper	-	1

Executive Chef	3	2
Estate Manager	1	-
Financial Controller	3	4
Fire Safety Chief	-	2
Florist	-	8
Foreman	2	1
Forestry Consultant	-	1
Food & Beverages Manager	5	5
Golf Course Shaper/Superintendent	1	-
Golf Professional	1	3
Hair Stylist	-	2
Heavy Equipment Operator	4	9
House Keeper	6	-
Hotel Manager/Supervisor	4	12
House Manager	1	5
Human Resource Manager	2	3
Information Officer	1	-
IT Manager	1	3
Joiner	-	1
Joinery Supervisor	1	1
Landscaping Consultant	-	2
Lecturer	-	2
Logistics Director	1	1
Machine Operator	-	2
Maintenance Administrator	2	-
Manager	54	24
Marketing Assistant	1	-
Mason	3	-
Mechanic	15	4
Nanny	2	-
Nail Technician	-	2
Owner	1	-
Operator	13	-
Painter	4	-

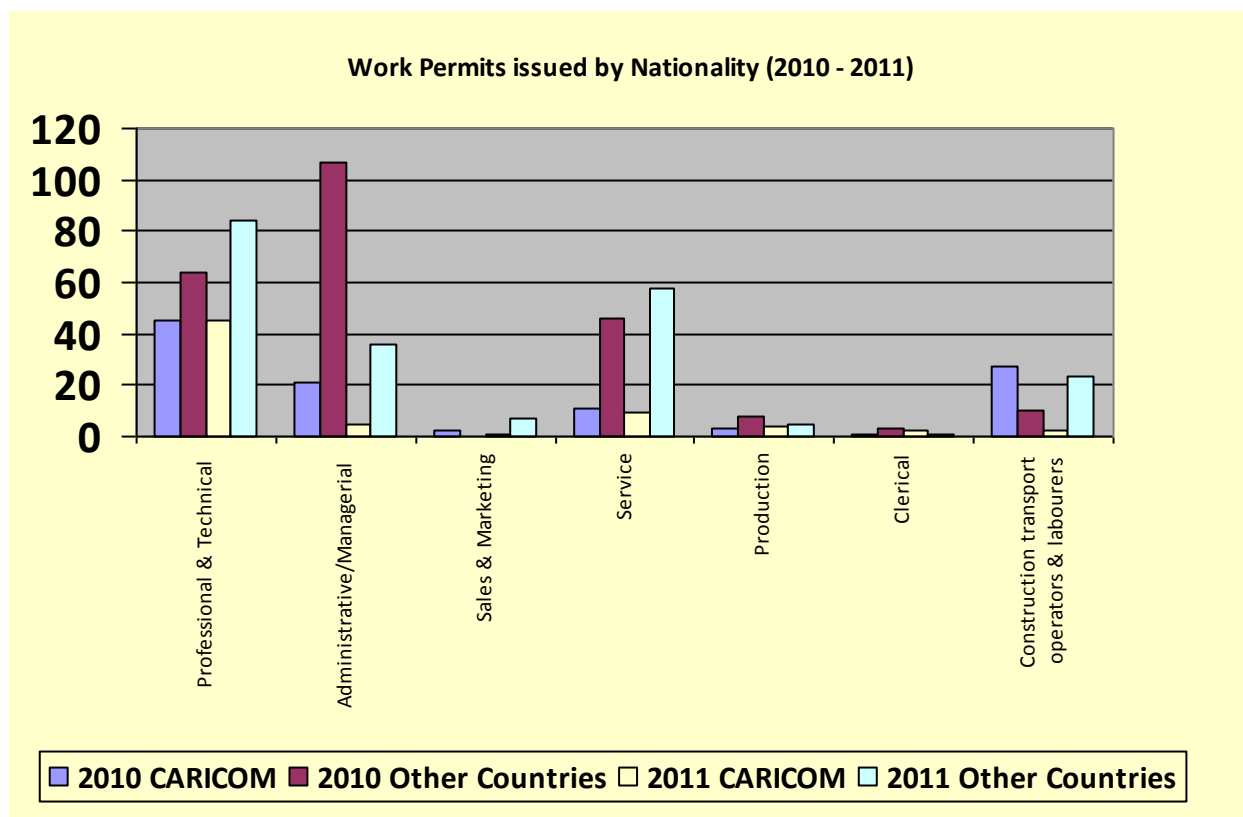
Physiotherapist	1	1
Pilot	12	5
Plumber	3	-
Power Generation Technician	1	-
Principal	-	1
Professor	4	1
Private Residence Manager	1	-
Programmer	-	1
Project Manager	7	6
Promotion Teacher	1	-
Quarry Supervisor/Blaster	-	2
Quarry Manager	1	1
Restaurant Manager	6	6
Sales Clerk	2	1
Sales Manager	1	2
Scuba Diving Instructor	1	2
Seamstress Supervisor	1	-
Secretary	1	1
Security Controller	3	5
Security Officer	2	-
Senior Project Manager	1	-
Spa Manager/Spa Therapist	4	5
Speech Therapist	2	-
Supervisor	7	4
Surveyor	3	4
Teacher / Tutor	9	6
Technical Manager Maintenance	1	-
Technician	11	13
Tennis Professional	-	1
Waitress	-	1
Waste Water Treatment Plant Supervisor	1	2
Water Production	1	-
Waiter	-	1
Welder	-	3
Yacht Broker	1	-
Yoga Instructor	-	1

Table 11: Work permits issued by Industry, Nationality and sex (2010-11)

Industrial Classification	2010						2011					
	CARICOM			Other Countries			CARICOM			Other Countries		
	M	F	T	M	F	T	M	F	T	M	F	T
Professional, Technical and related workers	36	09	45	50	14	64	38	07	45	71	13	84
Administrative/Managerial workers	18	03	21	69	38	107	04	01	05	28	08	36
Sales and Marketing workers	02	-	02	-	-	-	-	01	01	06	01	07
Service workers	07	04	11	33	13	46	04	05	09	37	21	58
Production and related workers	02	01	03	06	02	08	04	-	04	04	01	05
Clerical and related workers	-	01	01	02	01	03	01	01	02	-	01	01
Construction transport operators and labourers	21	06	27	10	-	10	20	-	20	23	-	23
Total	86	24	110	170	68	248	71	15	86	169	45	214

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

Fig 4: Work permits issued by classification and nationality (2010-2011).



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 (2010-11)

Wages Regulations	No. of Complaints	
	2010	2011
Agriculture	06	01
Domestic	22	15
Government	12	07
Hotel	21	15
Industrial	65	66
Professional	10	07
Security	11	16
Shop Assistant	50	77
Others (not covered)	02	05
Total	199	209

Source: Labour Department record of individual complaints

Fig. 5: Individual Complaints as per wage regulation (2010 – 2011)

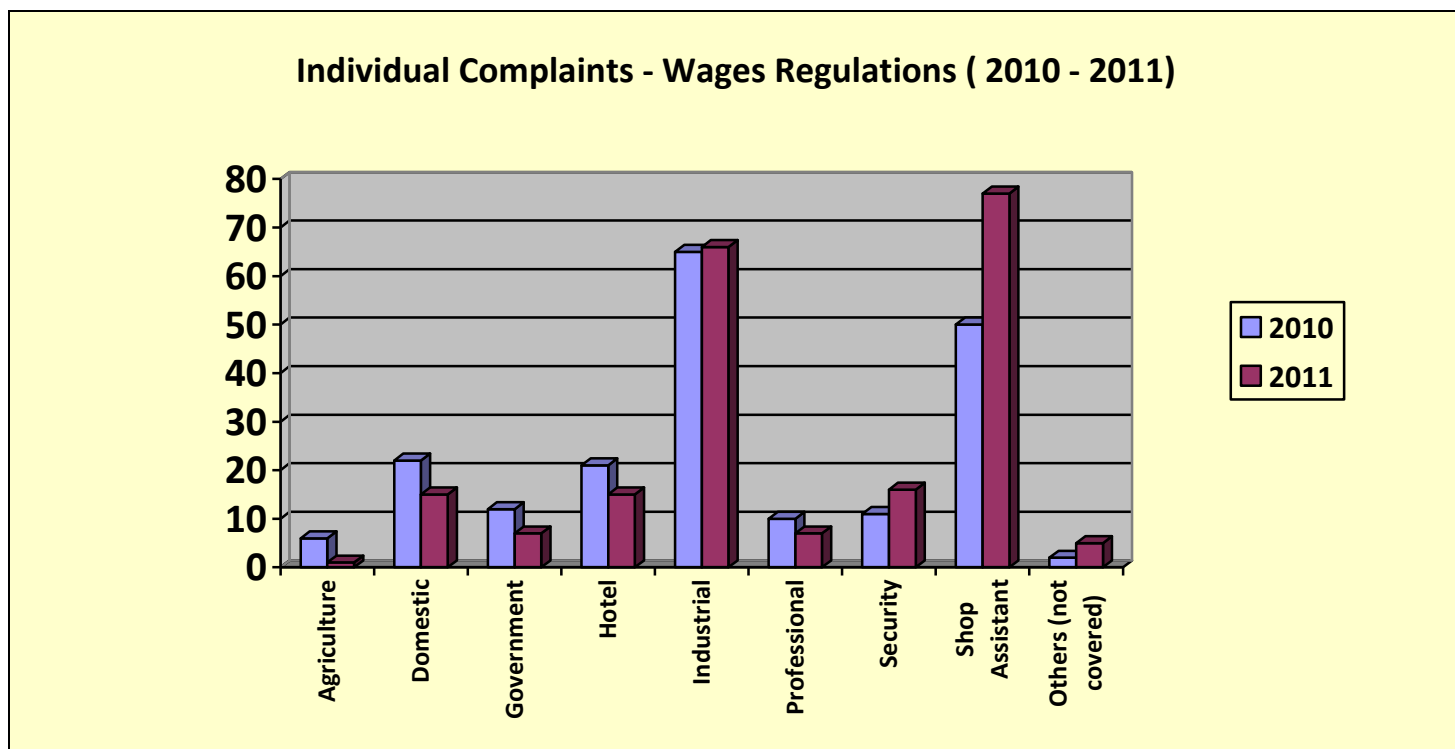


Table 13: Individual Complaints by Sector (2010 - 2011)

Sector	No. of Complaints	
	2010	2011
Agriculture and Fishing	06	01
Construction	46	43
Electricity, Gas and Water	07	06
Finance, Insurance and Real Estate	03	01
Government Service	12	07
Hotels and Guest Houses	21	12
Restaurants and Bars	17	29
Manufacturing	03	10
Transportation and Communication	06	12
Wholesale and Retail Trade	14	41
Domestic	22	15
Other Services	31	09
Security	11	22
Total	199	209

Fig.6: Individual Complaints by Sector (2010 – 2011)

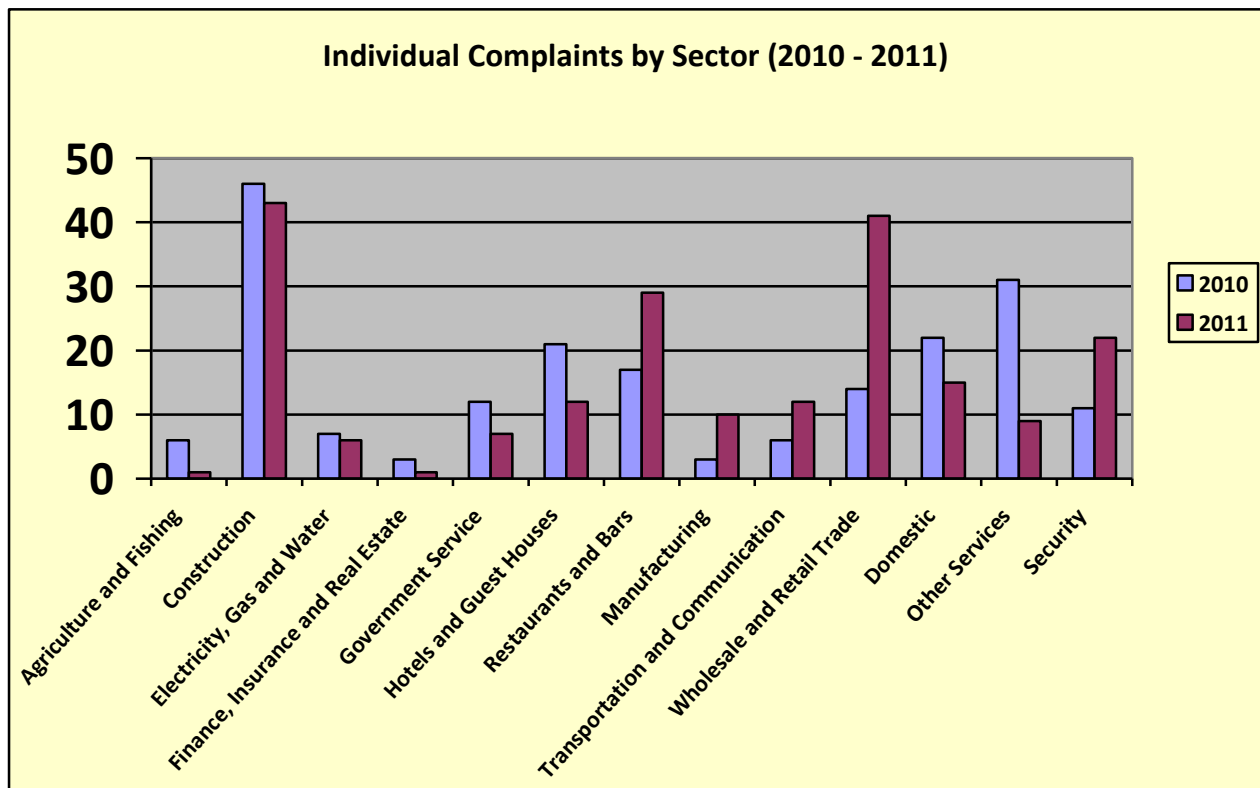


Table14: Main causes of Individual Complaints (2010-2011)

Year	Non Payment Wages/ Salaries	Unfair Dismissal/ Redundancy (Claim for Severance Pay)	Non-Payment Vacation and Sick Leave	Other	Total
2010	68	107	24	-	199
2011	90	90	14	15	209

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 (2010-2011)

Sector	2010	2011
Agriculture	05	02
Wholesale and Retail Trade	24	22
Hotel	-	13
Beauty Salon	-	-
Industrial:	22	04
• Bakeries	11	04
• Manufacturing	06	03
• Transport	01	02
Restaurants and Bars	03	01
Total	72	51

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 (2010-2011)

<i>Industry Class</i>	<i>2010</i>			<i>2011</i>		
	<i>Approved</i>	<i>Rejected</i>	<i>Total</i>	<i>Approved</i>	<i>Rejected</i>	<i>Total</i>
Agriculture, Hunting & Forestry	01	-	01	02	-	02
Construction	106	43	149	124	31	155
Electricity, Gas & Water	05	01	06	05	01	06
Financial	01	-	01	-	-	-
Fishing	01	-	01	01	-	01
Health	-	-	-	-	-	-
Hotels/restaurants	16	-	16	22	01	23
Manufacturing	44	02	46	34	03	37
Mining & Quarry	-	-	-	01	-	01
Other Community & Social Activities	16	02	18	23	-	23
Private Households	02	-	02	01	-	01
Public Administration	15	-	15	15	01	16
Real Estate, Renting & Business	09	01	10	04	-	04
Transport, Storage & Communication	05	-	05	06	01	07
Wholesale & Retail Trade	28	02	30	45	-	45
Total	249	51	300	283	38	321

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: Individual Disputes referred to the Hearing Officer by Sector (2010-11)

Year	No of cases	Elec	Hot	Ind	Prof	Sec	W/R	DOM
2010	17	1	2	8	1	-	3	2
2011	27	-	4	10	4	1	8	-

Table 18: Decisions of the Hearing Officer (2010-2011)

Year	Termination unfair/ Severance pay awarded	Termination fair/ No Severance pay awarded	Financial Settlement	Pending
2010	8	3	3	3
2011	15	8	-	4

Dom. Domestic

Elec: Electricity Gas and water

Hot: Hotel Workers

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 (2010-2011)

Year	No. of Appeals	Decision			
		Hearing Officer decision upheld	Dismissal Fair	Pending	Settlement
2010	4	2	-	1	1
2011	4	3	1	-	-

Table 20: Tribunal Decision by Sector (2010-2011)

Year	No of cases	Hot	Ind	W/R	Prof.
2010	4	1	-	2	1
2011	3	-	3	1	-

Hot: Hotel Workers

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 (2010-2011)

Year	Agri	Dom	Hot	Ind	Mis	Prof	Sec	W/R	Total
2010	-	29,330.02	13,970.70	19,597.16	87,376.81	2,315.30	-	81,320.17	233,910.16
2011	1,115.39	2,861.20	78,825.86	57,256.19	4,384.77	6,466.22	12,806.00	53,381.63	217,097.26

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 (2011)

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

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 (2010-11)

Union	2010			2011		
	Male	Female	Total	Male	Female	Total
Commercial, Technical & Allied Workers Union	1247	673	1920			
National Workers Movement	324	81	405			
Public Service Union	575	791	1366			
St. Vincent Union of Teachers	358	756	1114			
Student Nurses Union	-	-	-			
Nurses Union	15	158	173			
LIAT Workers Union	23	16	39			
SVG Medical Association	76	69	145			
Total	2618	2544	5162			

Source: Trade Unions membership registers

Fig.7: Trade Union Financial Membership

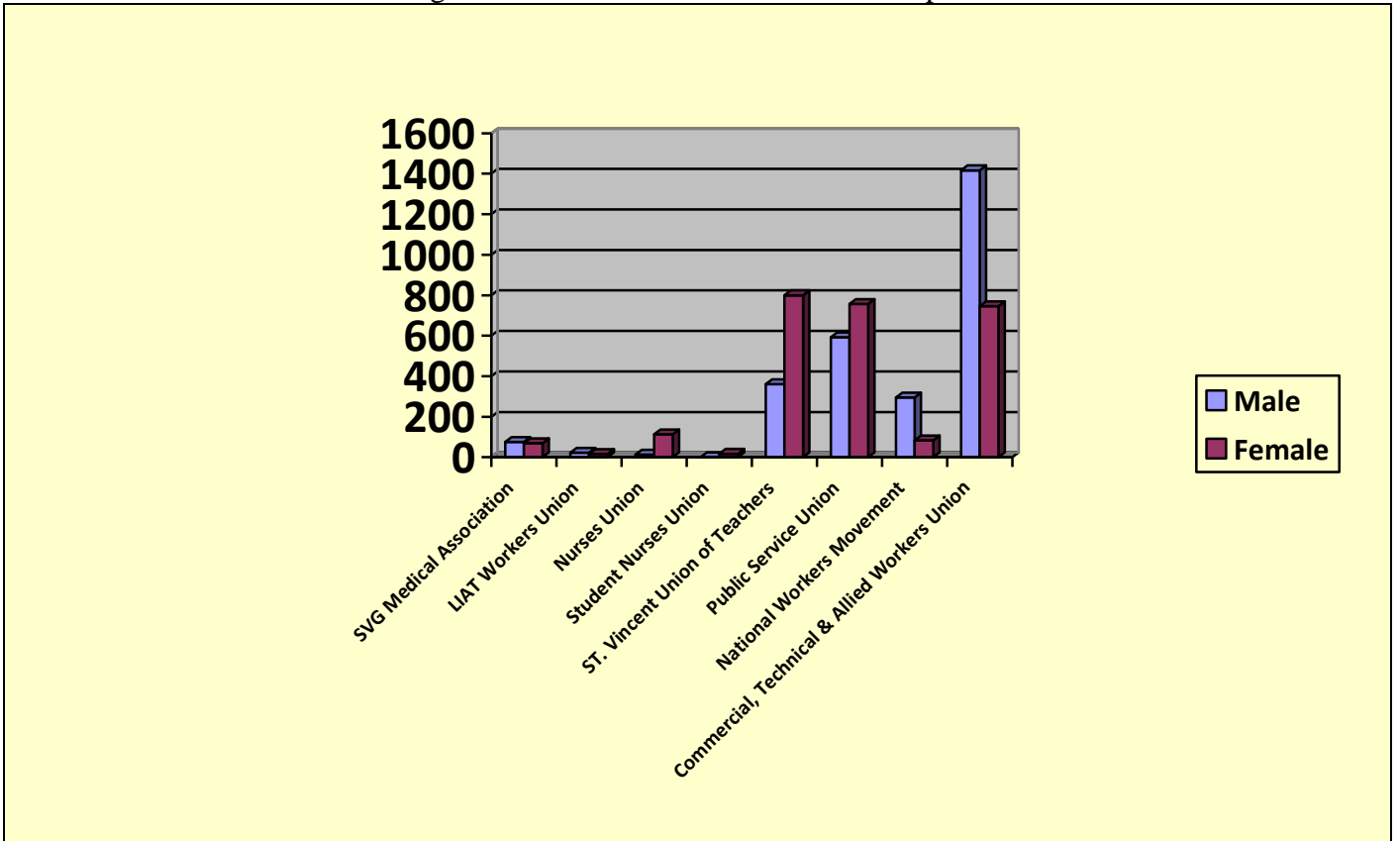


Table 24: Trade Union Membership by Sector (2010-11)

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 2010-11

Establishment	Trade Union	Duration of Agreement	Wage/Salary % Increase
Port Authority (Port Police)	PSU	Jan 10 – Dec 11	4% year 1 and year 2 to be negotiated.
Port Authority (Pilots)	NWM	Jan 11 – Dec 11	4%
East Caribbean Group of Companies	NWM	Jan 10 – Dec 12	3.5% year 1, increase from year 2 would be based on performance appraisal
GECCU	CTAWU	May10 – April11	2%
Bank of St. Vincent	CTAWU	Nov 10 – Oct 12	3% 3%
KCCU	CTAWU	Jan 10 – Dec 12	3% 3% 3%
RBTT	CTAWU	Mar 11 – Dec 13	3% 2% 1.5%
East Caribbean Metal Industry	NWM	Mar 11 – Mar 13	5% 4%
St. Vincent Brewery	NWM	Jun 11 – Jun 13	4% 3% year 3 to be negotiated

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 (2011)

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. Bank of St. Vincent 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