

# Academic Programmes



# Diploma in Gender, Work & Society

Course Coordinator: Dr Luke Fiorini (till-2021);  
Dr Anna Borg (since-2021/2022)

## **INTAKE:**

(COHORT YEAR 2019-2021)

Females	Males	Total
10	0	10

## **(COHORT YEAR 2022-2024)**

Females	Males	Total
4	1	5

The course aims to give students an introductory overview on gender issues and how these impact on the individual within the social, cultural, economic and political behaviour.

Its objectives are to:

- Sensitise participants into the importance of gender as transversal theme in appreciating social, cultural, economic and political behaviour,
- Facilitate the effective participation of men and women in decisions which invariably affect their lives,
- Empower women and men to request, develop and maintain gender friendly and gender sensitive policies in the home, at work and in society.

## **COURSE PROGRAMME**

### **YEAR ONE**

GDS1004	Introduction to Gender Studies and Public Speaking
GDS1009	Gender, Sociology and Politics
CLS1209	Gender and Economics
CLS1225	Gender and the World of Work
GDS1002	Gender and Culture
GDS1003	Gender, Poverty and Development

### **YEAR TWO**

CLS1226	Gender and Health
CLS1230	Gender and Research Methods
GDS1005	Gender and Psychology
GDS1010	Gender and Law
CLS1229	Gender and Social Policy
CLS1227*	Gender and Organisational Behaviour
CLS1228*	Gender and Labour Economics
GDS1007*	Media Literacy and Gender Issues
GDS1008*	Violence Against Women

\*Elective study-units

## **2021 CLS GRADUATES**

During the 2021 graduation ceremony, 10 students of the CLS were awarded their diploma, as follows:

### **2021 Graduate - Diploma in Gender, Work and Society**

Females	Males	Total
10	0	10

# Bachelor in Work and Human Resources

Course Coordinator: Prof Manwel Debono (till 2021); Dr Anna Borg (since 2021/2)

## INTAKE:

### (COHORT YEAR 2016-2021)

Females	Males	Total
13	7	20

### (COHORT YEAR 2018-2023)

Females	Males	Total
11	3	14

### (COHORT YEAR 2020-2025)

Females	Males	Total
20	8	28

## **(COHORT YEAR 2022-2027)**

Females	Males	Total
9	5	14

## **COURSE OBJECTIVES**

As organisations strive to adapt to the ever increasing challenges of globalisation, the need for skilled and qualified human resource professionals increases. This course, offered in collaboration with the Faculty of Economics, Management and Accountancy, aims to fill a gap in this much needed area of specialisation. The curriculum provides students with sound underpinning knowledge and the necessary skills that will enable them to work professionally in settings related to human resources.

## **COURSE PROGRAMME**

### **YEAR ONE**

CLS1107	Sociology of Work
CLS1108	Occupational Psychology
CLS1111	Introduction to Social Science
CLS1112	Academic Skills in Work and Human Resources
CLS1102	Equality at the Place of Work
CLS1103	Employment Law in the Maltese and European Contexts
ECN1200	Introductory Economics for Work and HR

### **YEAR TWO**

CLS1110	Labour Economics
CLS1114	Qualitative Research Methods
MGT1944	Human Resource Management
CLS1104	Organisational Communication
CLS1105	Introduction to Occupational Health and Safety

CLS1109	Industrial Relations
CLS1113	Quantitative Research Methods

### YEAR THREE

CLS1106	The Evolving Labour Market
CLS2101	The Recruitment Process
CLS2102	Group Behaviour
CLS2103	Performance Management
ECN2213	Economic Growth and Development
ACC2941	Elements of Financial Management
CLS2104	Social Policy and the Labour Market
CLS2105	Education and the Labour Market
CLS2106	Motivation and Compensation
CLS2107	Collective Bargaining

### YEAR FOUR

CLS2108	Training and Development
CLS2109	Work-Life Issues
CLS2111	Career Choice and Development
CLS3104	Employee Involvement and Participation
IOT2301	Ideas and Intrapreneurship
CLS3103	Topics in Occupational Health and Safety
CLS3112	Organisational Design
CLS3113	Topics in Employment and Industrial Relations Regulations
PPL2224	People Development in the Public Sector
CLS3101	Applied Quantitative Research Techniques
CLS3102	Applied Qualitative Research Techniques

## YEAR FIVE

CLS3106	Personality at Work
CLS3109	Managing Abuse at the Work Place
CLS3110	Workplace Design and Ergonomics
CLS3114	Applied Topics in Work and Human Resources
CLS3115	Research Process in Work and Human Resources
CLS3116	Dissertation

## 2021 AND 2022 CLS GRADUATES

During the 2021 and 2022 graduations ceremonies, 21 students were awarded their diploma or degrees, as follows:

### 2022 Graduate - Diploma in Work and Human Resources

Females	Males	Total
1	1	2

### 2021 Graduates - Bachelor in Work and Human Resources

Females	Males	Total
11	7	18

### 2022 Graduates - Bachelor in Work and Human Resources

Females	Males	Total
1	0	1



## LIST OF DISSERTATIONS FOR THE BACHELOR IN WORK AND HUMAN RESOURCES (HONOURS)

### Cohort 2016 – 2021

Exploring the uptake of telework from the masculine lens - A study in the public sector

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Exploring the working conditions of Filipino workers in the manufacturing sector in Malta

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The challenges faced by women in management within a financial institution

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Analysing the introduction of new paternity and parental leave entitlements for fathers in accordance with European Union directive 2019/1158; A qualitative study on the employers' perspective in Malta

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Exploring parental leave from the employers' perspective in gaming sector

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Impact of qualifications during recruitment and selection

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Promoting and safeguarding the psychological and social well-being of hotel workers, with special attention to the covid-19 crisis

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The employees' monetary contribution towards trade unionism in Malta

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Gender equality within the Malta police force - Is this being enjoyed by all genders

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Stress levels among health care professionals in Malta: The role of the work environment

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Evaluation of work-life balance measures when availed of by headship positions in the Malta public service

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Working in the presence of furry others: Exploring the effect of an animal-friendly policy on employees in an educational setting

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Meeting the quota: The challenges encountered by employers when employing people with disability

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The human resource effects of mergers and acquisitions in small to medium wholesale and retail enterprises; A qualitative case study of FBS (marketing) ltd.

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Exploring mothers' attitudes towards fathers' uptake of parental leave in Malta

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Exploring the uptake of paternity and parental leave in view of the new EU work-life balance directive (2019)

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Industrial relations in the gaming industry: The Maltese context

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Motivation and performance among employees in a food manufacturing and retail organisation

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Employment accessibility for transgender women in Malta

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# Bachelor in Occupational Health and Safety

**Course Coordinator: Dr Luke Fiorini**

**INTAKE:**

**(COHORT YEAR 2016-2021)**

Females	Males	Total
3	27	30

**(COHORT YEAR 2018-2023)**

Females	Males	Total
2	11	13

**(COHORT YEAR 2020-2025)**

Females	Males	Total
3	18	21

## **(COHORT YEAR 2022-2027)**

Females	Males	Total
4	10	14

## **COURSE OBJECTIVES**

The course objectives are:

- To introduce the concepts and skills involved in the promotion and effect pursuit of health and safety at work,
- To develop the basic investigative and analytic competences necessary so that workplace hazards can be recognised, evaluated and minimised,
- To inculcate the principle of risk reduction of workplace hazards and practices,
- To identify and appreciate the psychosocial features of workers and working environments that have a bearing on the nature and incidence of occupational hazards and diseases.

## **COURSE PROGRAMME**

### **YEAR ONE**

CLS1314	Academic Skills in Occupational Health and Safety
CLS1315	Physical Sciences in Safety, Health and the Environment
CLS1316	Organisational Behaviour
CLS1317	Work, Industrial Relations and the Business Environment
CLS1318	The Promotion of Health and Wellbeing at Work
CLS1319	Biological Principles in Health, Safety and Occupational Toxicology
CLS1320	Risk Management and Principles of Control

### **YEAR TWO**

CLS1321	Occupational Safety
CLS1322	Health and Safety Statistics and Epidemiology

PBL1020	Health and Safety Legal Framework
CLS1206	Research Methods and Design
CLS1323	Ergonomics and Human Factors
CLS1324	Fire Safety and the Management of First Aid
CLS1325	Investigative Skills and Occupational Safety Practice

### YEAR THREE

CLS2301	Gender, Age, Race and Disability
CLS2302	Occupational Hygiene
PBL2016	Topics in Health and Safety Law
CLS2303	Occupational Health
CLS2304	Environmental Health Management: Policy and Legislation
CLS2305	Health and Safety Management and Supervisory Skills
CLS2306	Practical Skills and Application

### YEAR FOUR

CLS2307	Properties of Materials, New Technologies and Technical Drawing
CLS2308	Health and Safety Audits
CLS2309	Applied Occupational Safety and Health
CLS3301	Supported Study-Unit in Occupational Health and Safety
CLS3302	Personal Development, Ethics and Ability to Train Others
CLS3303	Advanced Practical Skills and Application
CLS3101	Applied Quantitative Research Techniques
CLS3102	Applied Qualitative Research Techniques

## YEAR FIVE

CLS3304	Topics in Applied Occupational Safety and Health
CLS3305	Occupational Incident and Accident Investigation
CLS3306	Occupational Health and Work Performance
CLS3307	Synoptic Study-Unit
CLS3308	Dissertation
IOT3100	Creative Thinking and Innovation

## 2021 AND 2022 CLS GRADUATES

During the 2021 and 2022 graduations ceremonies, 29 students of the CLS awarded their diploma or degrees, as follows:

### 2022 Graduates - Diploma in Occupational Health and Safety

Females	Males	Total
0	1	1

### 2021 Graduates - Bachelor in Occupational Health and Safety

Females	Males	Total
3	25	28

## LIST OF DISSERTATIONS FOR THE BACHELOR IN OCCUPATIONAL HEALTH AND SAFETY (HONOURS)

### Cohort 2016 – 2021

The stressors that affect the performance of occupational health and safety officers.

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Analysing bullying as one of the main factors that leaves a negative experience of the workplace.

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Managing psychological trauma in the Malta police force.

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Possible correlation of incidence rate and specific musculoskeletal disorders between blue and white-collar workers within the Maltese shipping (import / export) industry.

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A survey on the cognisance of risks and mitigation measures from occupational noise in the construction and building industry.

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Social media addiction within an occupational environment.

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Acknowledgment of health and safety risks among construction workers of Islamic faith in Malta: Perception of local employers versus employees.

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The pleasure (or harm) is in the work itself.

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Assessing the impact of change (stress, rumours and communication) on middle management nurses (charge nurses) from a government-run hospital to a private public partnership.

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Laboratory safety in research and academic settings.

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Occupational health and safety performance within construction projects: Project managers' role and influence.

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Exploring the safety culture in a manufacturing company: A case study approach.

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The relationship between psychosocial risk factors and musculoskeletal disorders amongst nurses in Malta.

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Are iGaming employees being exposed to high psychosocial risks?

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Psychosocial risk factors at the work place.

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Exploring the role of the site foreman and its impact on the level of health and safety within the construction industry.

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Occupational health and safety legislation in Malta and the United Kingdom  
- A comparative and critical analysis.

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To understand the frequency of musculoskeletal disorders and the factors associated with their development.

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Determinants that increase health and safety risks for migrant construction workers in Malta.

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The presence of foreign workers and related health and safety challenges being faced by a leading cleaning company.

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Occupational stress and coping strategies of police inspectors within the Malta police force.

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The barriers perceived by migrant workers in occupational health and safety in Malta.

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The aftermath of occupational accidents - The lived experience of Maltese employees.

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The level of fire preparedness in the Maltese manufacturing industry.

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Needle stick injuries – An evaluation of awareness among nurses working in a geriatric setting.

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Assessing psychosocial risks in education: A case study in occupational stress among educators in the private sector.

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Ergonomics and workplace designs in schools in Malta.

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The effectiveness of risk assessment and human factors training in the Maltese aviation industry.

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# Master In Lifelong Career Guidance and Development

**Course Coordinator: Prof Manwel Debono**

## **INTAKE:**

### **(COHORT YEAR 2016-2021)**

Females	Males	Total
4	4	8

### **(COHORT YEAR 2020-2023)**

Females	Males	Total
4	0	4

## **COURSE OBJECTIVES**

Employment is becoming more flexible and careers less predictable. The problem of unemployment is a national priority debated at the highest levels of our society. At the same time, there has been an expansion of education with a particular focus on lifelong learning. People are thus seeking increasing

amounts of career-related assistance throughout their whole lives. The Postgraduate Diploma in Lifelong Career Guidance and Development, offered jointly by the Centre for Labour Studies and the Faculty of Education, seeks to enhance professional career guidance services in Malta. The course is designed for applicants in possession of a graduate level of education who wish to work at a professional level in the career guidance field.

## **COURSE PROGRAMME**

### **YEAR ONE**

CLS5101	Sociology of Work
CLS5102	The Labour Market
COU5401	Skills in Vocational Guidance and Counselling for Career Guidance Practitioners
EDS5602	Guidance Theories, Models and Strategies
CLS1206	Research Methods and Design
CLS5103	Placement in Career Guidance Settings
CLS5104	Career Guidance Tools
CLS5110	Service Provision for Different Client Groups

### **YEAR TWO**

EDS5608	Career Guidance Practice
EDS5603	Professional Development
EDS5604	Career Guidance Management
EDS5606	Career Development and Lifelong Learning
CLS5107	The Workplace
EDS5605	Career Information Systems
CLS5111	Applied Quantitative Techniques for Career Guidance
CLS5112	Applied Qualitative Techniques for Career Guidance
EDS5609	Dissertation

## 2020 AND 2021 CLS GRADUATES

During the 2021 and 2022 graduations ceremonies, 3 students were awarded their master degrees, as follows:

### 2020 Graduates - Master in Lifelong Career Guidance and Development

Females	Males	Total
1	1	2

### 2021 Graduate - Master in Lifelong Career Guidance and Development

Females	Males	Total
1	0	1

## LIST OF DISSERTATIONS FOR THE MASTER IN LIFELONG CAREER GUIDANCE AND DEVELOPMENT

### Cohort 2016-2021

An analysis of the new role of student mentors in the career advisory process at Mcast

The role of carer guidance in secondary school subject choice: A case study

# People Management & Industrial Relations for Public Officers

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## Course Coordinator: Prof Manwel Debono

This short course, offered in conjunction with the Institute for Public Services aims to train public officers to deal effectively with issues relating to people management and industrial relations.

### (COHORT YEAR 2021-2022)

Females	Males	Total
5	3	8