

Research Work and Publications

A. Synopses of some of the key publications

The Dual Worker Family in Malta by Saviour Rizzo (Centre for Labour Studies and Friedrich Ebert Stiftung) ISBN: 99932-0-429-3.

The lifestyle of the dual worker family is a complex system of work, family and personal roles. This complexity is compounded by the cultural ambivalences bred by traditional stereotypes of masculinity and femininity together with work practices and policies that have not changed much to accommodate the needs of the dual worker family.

This study attempts to tease out the subjective views of married couples in dual worker households about their work-life balance and their perceptions and attitudes that may shape and influence these views about the two-earner family of which they form part.

The findings point out that working mothers seem to be making more sacrifices than men to cope with the seemingly contradictory requirements of market demands and living up to the cultural requirements of parenthood. Although about one third of married women work part time, time for leisure is more at a premium for women than for men. Even the percentage of the married female workers who feel the time squeeze is slightly more than that of working married men. Working time as a dimension of the work-life balance of the dual worker family can be crucial factor. Other mediating factors include the amount of residual time left for social and personal needs, after fulfilling work and family obligations and how this can be utilised.

Financial Participation of Employees in Malta by Saviour Rizzo and David Borg Carbott in *Bank of Valletta Review*, No. 34, Autumn 2006, pp. 60-83.

Financial participation of employees in Malta has never been part of the ideology or mindset of the social partners. Its practice, in some Maltese enterprises, does not owe its origin to any specific piece of legislation while its evolutionary path is the result of a series of events in the Maltese political scenario lacking a definite strategy by Government, trade union and employers. This paper provides a critical analysis of financial

participation of employees in Malta within the context of the economic-political scenario as well as the legal framework governing practices of workers' participation.

The ramifications of the nationalisation programme of 1970s and the privatisation drive of the 1990s, although diametrically opposed to each other, had the unintended consequences of introducing financial participation schemes in two parastatal enterprises. These two enterprises may have set the ball rolling but schemes of financial participation of employees among Maltese firms are neither well diffused nor broad based. Lack of a legal framework and an absence of a supportive ideological base make it difficult to implant this type of worker participation.

Career Outcomes of Graduates 2004 - A Career Guidance Tool by Manwel Debono, Albert Debono & Noel Caruana (Euroguidance Malta)
ISBN: 99932-666-1-2

The study's main objective was to examine the career outcomes of the persons who graduated from the University of Malta at the November 2004 graduation ceremony. A self-report instrument consisting of 35 items was sent by post to all 2,602 Maltese graduates. A total of 1,170 persons (45%) replied. Significant results include:

- Most graduates are in full-time employment in professional/technical posts and earn the equivalent of the mean national wage within a year of graduating.
- About 40% of new graduates declare that they are in jobs not requiring their University qualification nine months after finishing their studies. However, one should note that, while the qualification might not be mentioned in the job description, the training and experiences that go along with it might still be fruitfully used on the job.
- About 35% of all graduates further their studies, and most of these enrol in a post-graduate programme. The ratio of graduates pursuing further studies immediately after getting their University qualification decreased by 10% in two years.
- Around 8% of graduates who were conferred with their academic awards in November 2004 were neither in full-time studies nor in full-time employment and were searching for a job in March 2005. The graduate unemployment rate increased by 4% over the past four years. Most

unemployed graduates were females (64%), 20-22 year olds (46%), and had a BA (Hons.) degree (20%).

- University graduates tend to experience positive attitudes towards their working life. For instance most are satisfied with their jobs and their work relationships.
- Males and females are not equally represented in all University courses. While a higher percentage of females graduated from *Education, Arts and IHC*, a higher percentage of males graduated from *Engineering, IT, Science and FEMA*.
- Male graduates tend to earn higher wages, occupy higher-level jobs and have better career prospects with their present employer than female graduates. Gender differences in wages tend to persist when comparing males and females within the same occupational level (such as professional/ technical).
- Female graduates tend to experience healthier work-related attitudes than their male peers. They are more satisfied with their job and with their relationships at work. They also experience less undue stress and can more easily balance their work and private life. Gender differences in these work-related attitudes tend to persist when examining respondents within the same occupational level.
- Parents' educational level is related to choice of University course. The Faculty of Medicine and Surgery tends to be the least accessible to students having parents with a low educational background. On the other hand, the dynasticism that used to be strong in the Faculty of Laws appears on the decline.
- In general, graduates from science-based courses face fewer risks of unemployment or underemployment, and tend to earn more than their peers in arts-based courses. For example, 57% of full-time B.Sc (Hons.) graduates earn more than Lm500 per month when compared to 10% of their BA (Hons.) peers.

Real Stories of Small Business Success: Insights from Five European Island Regions - A Self-Help Guide based on the NISSOS Project by Godfrey Baldacchino & Joe Vella Bonnici, Malta Enterprise with the support of the Leonardo da Vinci program of the European Commission, 71pp, 2006. ISBN: 99909-87-13-0.

The University of Malta, through the CLS, was one of 11 partners from 5 European island regions which participated in this vocational training pilot project coordinated for Malta Enterprise by Prof. Godfrey Baldacchino. Some Lm400,000 were available over 3 years to explore, analyze and develop transferable lessons from the most successful small manufacturing firms in 5 European island regions - Malta, Iceland, Saaremaa (Estonia), Scottish Isles and Åland (Finland). The project included various meetings and a concluding international conference in Malta.

The study shows that there exist a few but notable examples of successful, locally owned and export-led, small manufacturing operations in Malta. These SMEs may not operate as parts of large knowledge clusters, but they have deployed their 'entrepreneurial innovation' skills by identifying what they can do best: promote quality (often branded) products for selective overseas markets, and luring innovators or clients from overseas in the process. There is a message of hope, demonstrating how the tyranny of geography can be overcome.

A unique training manual, based on 10 detailed case studies, plus an accompanying CD-ROM, is available for use by Maltese students in higher education institutions.

The Brain Rotation and Brain Diffusion Strategies of Small Islanders: Considering 'Movement' in lieu of 'Place' by Godfrey Baldacchino in *Globalisation, Societies and Education*, Vol. 4, No. 1, 2006, pp. 143-154.

The ease and growing accessibility to both air travel and communication technologies is making it increasingly possible for individuals to develop on going links with more than one 'home' or 'country'. Thus, the travel of individuals does not necessarily constitute one-off movements (and therefore brain drain from the periphery, brain gain for the core) as was more typical in the past. This paper explores how the citizens of many small islands from around the world develop a strategy for exploiting the benefits of large markets, specialized jobs and unique educational or training opportunities abroad while they maintain and regularly refresh their links with home, family and native land.

Labour Law and Industrial Relations in Malta by Edward Zammit and Matthew Brincat (2006 - 244pp) published by Kluwer Law International as part of the *International Encyclopaedia of Laws* (General Editor: Prof. R. Blanpain).

This is the first publication of its kind combining both the institutional context and the legal framework of industrial relations in Malta. It is well known that, since Malta's EU accession, the current laws and regulations governing the subject have been significantly elaborated. This publication presents an updated summary of the current situation. Another unique feature of this publication, which is likely to be particularly appreciated by practitioners, is that the laws are illustrated with references to some of the important cases in the field and to the relevant decisions of the Industrial Tribunal. In addition, there are chapters giving the historical, social and economic environments which are essential for any serious analysis of industrial relations.

The book has been described by Dr Noel Vella, the Director of the Department of Industrial and Employment Relations as "*an extremely valid contribution to this field and fills a void for a review of local labour law. It provides a comprehensive overview of the general situation in Malta in the wake of the huge reform in labour law occurring over the past four years.*" It is also interesting to note that the publishers are committed to update the publication regularly in due course, as new additions and amendments are made to the legal and institutional framework of this vital field to economic and social development of Malta in a European context.

Social Dialogue in Malta: An ideologically divided, bipolar system by Edward Zammit and Celine Lafoucriere in *The Enlargement of Social Europe – The Role of the Social Partners in the European Employment Strategy*, (Part II, p101 – 148.). Edited by Celine Lafoucriere and Lars Magnusson, published by ETUI – REHS, Brussels, 2005.

This publication presents the results of a collaborative research project between the SALTSA programme and CREER which seeks to gather empirical and analytical data regarding the development of social partner institutions and the situation of social dialogue in the ten new EU member states. In this study, as well as in a recent ILO definition, 'social dialogue' is broadly defined as representing "all types of negotiation, consultation and information sharing among the representatives of governments, social partners or between social partners on issues of common interest relating to economic and social policy." In this sense, the study is directly relevant and contributes to some of the issues being currently discussed in Malta and elsewhere.

B. Other Publication /Papers / Newspaper articles

Godfrey Baldacchino

Editor:

Extreme Tourism: Lessons from the World's Cold Water Islands Oxford, Elsevier Science, 2006, 291pp. ISBN: 0080446566.

Author or Co-Author

of Peer-reviewed Papers or Book Chapters:

'Warm versus Cold Water Island Tourism: A Review of Policy Implications', *Island Studies Journal*, Vol. 1, No. 2, 2006, pp. 183-200.

(with David Milne) 'Exploring Sub-National Island Jurisdictions', *The Round Table*, Vol. 95, No. 386, 2006, pp. 487-502.

(with Te'o Fairbairn) 'Entrepreneurship and Small Business Development in Small Islands', *Journal of Small Business & Entrepreneurship*, Vol. 19, No. 4, 2006, pp. 331-340.

(with Leo Dana) 'Impact of Public Policy on Entrepreneurship: Investigating the Protestant Ethic on a Divided Island Jurisdiction', *Journal of Small Business & Entrepreneurship*, Vol. 19, No. 4, 2006, pp. 419-430.

'Islands, Island Studies, Island Studies Journal', *Island Studies Journal*, Vol. 1, No. 1, 2006, pp. 3-18.

'Small States as Holons: The Transnational Survival Kit of Small Jurisdictions', in L. Briguglio, G. Cordina & E.J. Kisanga, (eds.) *Building the Economic Resilience of Small States*, Malta & London, University of Malta & Commonwealth Secretariat, 2006, pp. 212-224.

'Innovative Development Strategies from Non-Sovereign Island Jurisdictions: A Global Review of Economic Policy and Governance Practices', *World Development*, Vol. 34, No. 5, 2006, pp. 852-867.

'Managing the Hinterland beyond: Two, Ideal-type Strategies of Economic Development for Small Island Territories', *Asia-Pacific Viewpoint*, Vol. 47, No. 1, 2006, pp.45-60.

'Small Islands versus Big Cities: Lessons in the political economy of regional development from the world's small islands', *Journal of Technology Transfer*, Vol. 31, No. 1, 2006, pp. 91-100.

'Island Entrepreneurs: Insights from Exceptionally Successful Knowledge-Driven SMEs from 5 European Island Territories', *Journal of Enterprising Culture*, Vol. 13, No. 2, 2005, pp. 145-170.

'The Representation of Islands', Editorial Introduction, *Geografiska Annaler*, Vol. 87 B, No. 4, 2005, pp. 247-251.

'Successful small scale Manufacturing: A Comparative Assessment across five European Island Regions, *Bank of Valletta Review (Malta)*, No. 31, 2005, pp. 17-31.

'Successful Small Scale Manufacturing from Small Islands: Comparing Firms benefiting from Local Raw Material Input', *Journal of Small Business & Entrepreneurship*, Vol. 18, No. 1, 2005, pp. 21-38.

Authored Report:

Coming to, and Settling on, Prince Edward Island: Stories and Voices - A Report on a Study of Recent Immigrants to PEI Charlottetown, Canada, University of Prince Edward Island for the Population Secretariat, PEI Provincial Government, 2006. ISBN: 091901349X.

Manwel Debono

"Subject Choices and Career Aspirations of Gozitan Students" for the Gozo Education and Vocational Training Council (June 2006)

Contributed to three brief reports to *Career Guidance Issues: A Practical Approach* (2006). EuroGuidance Malta.

Contributed to a study entitled "The Social Economy in the European Union" managed by CIRIEC Spain (for CIRIEC-International). The final document was delivered to the European Council and Social Committee.

Presented a paper in a Peer Review Meeting about 'Good Governance of ESF Funds' organised by the European Commission (Portugal, May 2006)

Saviour Rizzo

'EMU: Implication for Social Partners' *Bank of Valletta Review*, No 31, Spring 2005 pp. 49-65.

European Company (SE) in Malta. A Report based on the findings of a survey about the perceptions of Maltese industrialists on the EU European Company Directive. Survey Report on www.seeurope-network.org and also published in the Times Business (Malta) 8th December 2005.

Take Over Bid Directive: Its Implementation in Malta on www.seeurope-network.org

Transposition of the Regulation on European Cooperative Society (SCE) and the Directive on Worker Involvement in SCEs on www.seeurope-network.org.

Newspaper Articles:

- 'Towards a More Effective Social Dialogue' *The Times* (Malta) 7th January 2005
 'The Relocation Process and the Maltese Manufacturing Sector' *The Sunday Times* (Malta) 28th August 2005
 'Is Social Europe under Threat?' *The Sunday Times* (Malta) 22nd January 2006.
 'Deviant Behaviour at School: Treating the Symptoms' *The Times* (Malta) 1st may 2006
 'A Higher Level of Empathy' *The Times* (Malta) 18th August 2006.
 'Employee Board Level Representatives: On the Way Out?' *The Times* (Malta) 17th November 2006.

Edward L. Zammit

Under Pressure from a Reduced Competitive Edge in Working and Employment Conditions in New EU Member States (pp. 213 – 272), Edited by Daniel Vaughan Whitehead, published by the International Labour Office and the European Commission, Brussels, 2005. This publication forms part of a collaborative project aimed at identifying changing patterns in conditions of work and employment in the new EU member states. It focuses on employment contracts, working time, conditions of work, occupational health and safety, work and family balance, and remuneration. These issues are studied both at the broad, national level and also by means of case studies at enterprise levels. Additionally, the study presents an international, comparative perspective.

Social Dialogue Capacity Building in Malta at the Sectoral and Local Enterprise Levels. (2006 - 30pp). This paper forms part of a comparative European project coordinated by the European Foundation for the Improvement of Living and Working Conditions, Dublin, Ireland. (Project Manager: Timo Kaupinnen). The project focused on a critical, comparative analysis of the capacities of the European social partners for social dialogue at the sectoral and enterprise levels. The reasons for the almost total absence of sectoral dialogue in Malta are explored.

Employee Involvement in Malta. (32pp – 2004/5). This paper forms part of the *Handbook on Employee Involvement in Europe*, (Editors: Manfred Weiss and M Sewerynski; Published by Kluwer). This paper presents a critical overview of the various current forms of employee involvement in Malta, including their historical development over the past three decades. These

include the main forms of direct and indirect participation, financial participation as well as the more recent forms of worker cooperatives within the public sector.

Trade Union Approaches to Competence Development. (Project Coordinator: Jonathan Winterton). This paper forms part of an ongoing, comparative research project organized under the auspices of the European Trade Union Institute (ETUI – REHS) Brussels, the National Institute for Working Life (SALISA) Stockholm, and the Centre de Recherche pour l'Emploi et les Ressources Humaines (CREER), Toulouse. The project is conceived in the context of the European Employment Strategy, and focuses primarily on the active role played by trade unions in the promotion of lifelong learning.